SUSTAINABILITY REPORT 2023









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01 FOREWORD

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01.1 LETTER TO STAKEHOLDERS

I am proud to present the third **Sustainability Report** of the AMB Group, a document that demonstrates how the Group is now solidly structured and organized to successfully address the challenges and opportunities posed by the sociopolitical, economic, and environmental context of 2022-23.

Throughout this period, **AMB has strengthened its leadership** by meeting and exceeding its financial and non-financial objectives, while providing consistent and significant support to its clients, helping them navigate an increasingly complex and volatile market.

The 2023 Sustainability Report shows the numerous ambitious projects developed throughout the year, and the results confirm that the **Sustainability Plan is fully** integrated into AMB's industrial, commercial, and product development agenda, forming the foundation of its medium- and long-term strategy and representing an additional growth opportunity.

From a **product** perspective, we have increased the use of **post-consumer recycled PET ("PCR"),** with PCR now accounting for 43% of consumption. We have also strengthened the Tray Revive program at the European level (a closed-loop recycling system for PET trays used in the food industry). These initiatives demonstrate how our core business is aligned with the growing need for **sustainable packaging**, in accordance with the guidelines being finalized by the European Union through the PPWR regulation.





These efforts are further reflected in our **R&D activities**. where over 93% of projects are focused on improving product sustainability.

Regarding **internal processes**, there have also been numerous successes that confirm the effectiveness of the initiatives launched, allowing us to look to the future with confidence. Significant achievements have been made in waste prevention and management (84% of total waste diverted from disposal) and in other initiatives that, together, have led to a 25% reduction of our Carbon Footprint compared to 2022.

In 2023, we completed a business sustainability assessment with **EcoVadis.** We earned a Silver Medal. which places us in the top 8% of companies in our market. This is a big accomplishment for our team. The EcoVadis process validates our sustainability commitments, practices and performance, and offers a clear roadmap for continuous improvement.

AMB has continued to strengthen its role as a responsible actor towards people, communities, and the environment by continuing to promote internal and external training and information initiatives related to sustainability issues.

As we look ahead, I am confident that the AMB Group will continue to thrive, driven by our unwavering commitment to sustainability, innovation, and excellence. These values are at the heart of everything we do and will guide us as we navigate future challenges and seize new opportunities.

I want to express my deepest gratitude to **our dedicated** team, whose passion and hard work have been instrumental in achieving these remarkable milestones.

Together, we are not just building a successful company—we are shaping a sustainable future for our industry, our communities, and the generations to come. Mario Barbero - CEO of AMB









01.2 ESG HIGHLIGHTS

	2022										
	ZUZJ			Energy and emissions efficiency	Carbon footprint emissions reduction	-33% -13% -25%	Scope 1 emissions vs 2022 Scope 2 emissions vs 2022 Scope 3 emissions vs 2022	Community relations and support	Disseminating a culture based on sustainable perspectives		more than 6 r national and international activities
					Emissions avoided by using recycled input materials	85,862 t CO ₂ e	emissions avoided by using recycled input materials	Customer satisfaction	Strengthening customer relations by improving delivery service and quality performance	90%	OTD (On Time Performance)
IMPROVING PACK	AGING RECYCLABILITY AN	D CIRCULARIT	Y	LOOKING AFTER A	MB PEOPLE AND SUPPO	RTING LOCAL C	OMMUNITIES		Our and the size of a factor and		and the set of the
Increasing packaging recyclability and circularity	All innovation projects driving sustainability by 2025	93%	innovation projects driving sustainability	Employment, diversity and skill development	Improving employee retention and developing an inclusive work		an onboarding programme that includes sustainability topics started in Italian	and safety	Guaranteeing safety and product quality	0%	quality and fo accidents (res in fines, penal warnings)
Increasing the use of fossil-free resources and promoting	of Min. 30% PCR by 2025 s (including trays)	43%	PCR (including trays)		environment		divisions which will be implemented in UK sites by 2024			92%	optimal/high food safety cu among our em
materials with improved environmental	Min. 50% PCR by 2030 (including trays)	+3%	vs 2022		Skill and talent development	3,675	total hours of training	GOVERNANCE AN	ID BUSINESS ETHICS		
impact						+51%	vs 2022				
DEVELOPING ENV	IRONMENTALLY-FRIENDLY	AND SUSTAIN	ABLE PROCESSES			0170		Business ethics and management	Ensuring responsible business conduct	0%	and socioecon
Careful internal	Reducing waste	84%	total waste diverted from landfill		Diversity & inclusion (women)	18%	women of total workforce	of regulatory environment	(including anti-corruption)		environmenta
Jeres and Sector	genig to tanditt	⊥ 10/						INVESTING IN IN	NOVATION		
		⁺ I /0	vs 2022	Occupational health, safety	time lost from accidents:	-52%	severity Index vs 2022 Innovation.	Innovation,	Seeking innovative solutions		new innovatio
		98%	of our total waste is non-dangerous	and well-being	promoting a health and safety work		research and development	anticipating customer needs		funded by Eur Union's Horiz	
		+81%	waste recycled vs 2022		environment		andon safety systems adopted				2020 research innovation pro













01.3 KEY SUSTAINABILITY ACHIEVEMENTS AND AWARDS IN 2023



As part of our commitment to society, our people and the environment, we implemented a thoroughgoing assessment of our business sustainability practices with EcoVadis, the global business sustainability rating standards. The EcoVadis assessment includes 21 sustainability criteria across four core themes:

- > Environment
- > Labour & Human Rights
- > Ethics
- > Sustainable Procurement

At group level we earned the EcoVadis Silver rating in 2023 and scored 69/100, equivalent to a 92nd percentile. This means that our score is higher than 92% of the companies assessed by EcoVadis and makes us one of the top 8% companies in our market.





02 AMB GROUP

- **02.1** AMB at a glance
- **02.2** AMB's Pan-European Footprint
- **02.3** AMB capability
- **02.4** Milestones
- **02.5** Certifications and partnerships





Founded more than 50 years ago in Italy, AMB is Europe's leading manufacturer, printer and laminator of rigid and flexible films for packaging, especially high barrier protective food packaging solutions with industry-leading use of recycled content.





02.2 AMB'S PAN-EUROPEAN FOOTPRINT



















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CERTIFICATIONS 02.5 **AND PARTNERSHIPS**

Sustainable development requires partnerships with strategic organisations. To this end AMB has committed to a series of memberships and voluntary undertakings.





MEMBERSHIPS

- > CEFLEX
- > CONAI
- > Ecosense foundation
- > Federazione Gomma Plastica
- > OPRL On-Pack Recycling Label
- > PETCORE EUROPE
- > PET Sheet Europe
- > R-CYCLE
- > SEDEX

CERTIFICATIONS

- > ECOVADIS
- > UNI EN ISO 9001:2015
- > BRC Global standards for packaging materials -2023 grade AA and A (IT units)
- > BRC Global standards for packaging materials -2023 grade AA + (UK unitUNI EN ISO 14025:2006)
- > UNI 10667-1 :2017 (By-product certification)
- > ECOSENSE RETRAY



Sedex

























03 SUSTAINABLE FOUNDATIONS

03.1 Sustainability Governance
03.2 Sustainability Path
03.3 Materiality





03.1 SUSTAINABILITY GOVERNANCE

To ensure its sustainability goals are achieved, in 2022 AMB set up a sustainability governance structure, which consists of an **ESG committee** which includes the Group ESG manager and the rest of the Group Leadership Team.

The Group Leadership Team submits monthly progress reports to the Group Management Team and Board of Directors.

The ESG Committee is supported by an ESG Executive Team focusing on the six main ESG pillars and is responsible for AMB's sustainability strategy and its performance.

The ESG Executive Team includes our relevant internal stakeholders and is chaired by the Group ESG Manager. In 2023 an ESG project coordinator was appointed at the UK division.

The ESG UK Project Coordinator supports the ESG group manager, assists with individual departmental projects and provides a focus for interdepartmental projects. It is often involved in assigned project dayto-day operations and organises and communicates specific assignment or task details while serving as an interface between ESG team members and the ESG group manager.

The ESG Executive Team is responsible for project performance and delivery and the KPI data required to comply with GRI 101- reporting principles. The ESG Executive Team meets and reports monthly to the group ESG and quarterly to the full ESG committee regarding ESG project progress.



2 ZERO HUNGER

9 INDUSTRY, INNOVATIO AND INFRASTRUCTUR

14 LIFE BELOW WATER

SUSTAINABILITY 03.2 PATH

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

5 GENDER EQUALITY

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16 PEACE, JUSTICE AND STRONG INSTITUTIONS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE



EDUCATION

10 REDUCED INEQUALITIES

15 LIFE ON LAND

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The 2023 Sustainability Path approved by AMB's Board of Directors comprises:



The goals also contribute to success in the **12 SDGs** that AMB has recognised as significant for its business, in line with its strategic direction.







	OBJECTIVES	TARGET	TIMETABLE (END OF)	STATUS
	All of AMB's products will be designed for recycling according to current legislation	100%	2030	On track
e resources and promoting	Min. 30% PCR by 2025 (including trays)	30%	2025	Achieved
ninentat impact	Min. 50% PCR by 2030 (including trays)	50%	2030	On track
fill	Reducing waste going to landfill by improving separate waste collection at our divisions	100% non-dangerous waste diverted from landfill	2025	On track
	Measuring our water consumption impact		2022	Achieved
ove energy efficiency and	Scope 3 measurement and corporate carbon footprint calculation		2023	Achieved
	Fully replacing existing fluorescent lights with LED lighting	UK and IT units	2023	Achieved
	Drawing up an emissions reduction strategy		2024	On Track
	Drawing up an onboarding programme including sustainability topics		2023	Achieved in IT On track in UK
	Drawing up a new management performance model for career development		2023	Achieved
Ilture among	Promoting an internal sustainability culture impacting on everyday environment and people protection action	At least one project/year	2024	On Track
from accidents; promoting	Obtaining ISO 45001		2024	On Track
g and work-life balance	Refurbishing common work areas; increasing employee benefits and advantages	At least one area	2023	Achieved



	OBJECTIVES	TARGET	TIMETABLE (END OF)	STAT
culture	Regional, national and international advocacy activities	At least one speech/year	2023	New g Achie
rimary health rove efficiency eople	Making our contribution to non-profit associations	At least one project/year	2023	New (Achie
y performance	Developing at least one project to improve OTD (on time delivery)	At least 95% OTD	2025	On tra (achie
nd quality	Zero quality and food safety accidents (resulting in fines, penalties or warnings)	0%	2023	Achie
conduct	Zero corruption incidents, and socioeconomic or environmental fines	0%	2023	Achie
eminating Il conduct	Improving our internal corruption risk assessment procedures		2024	New
egy capable of combining stability with sustainability	Integrating material ESG issues into our industrial plan, and therefore into our business strategy, encouraging managers to think in a sustainable manner within their sphere of influence	Developing a sustainable plan	2025	New
otection by improving stness and responsiveness	Ongoing cyber security management improvement	Putting an overall infrastructure health (including environmental indicators) monitoring system in place, reviewing our cloud strategy, increasing cybersecurity awareness	2024	On Tr
	OBJECTIVES	TARGET	TIMETABLE (END OF)	STAT
ss development	Refurbishing the R&D laboratory		2023	Achie
vation with a view to nd competitive products	Setting up partnerships with universities / research bodies	At least one project/year	2023	Achie





MATERIALITY 03.3

We implemented out our first materiality assessment in 2020, identifying AMB stakeholders and ESG material topics.

STAKEHOLDER MATRIX





- Stakeholder ability to influence AMB's strategy and activities (x-axis);
- AMB activity stakeholder impact level (y-axis);
- Stakeholder ability to influence AMB's reputation (bubble size).

MATERIALITY MATRIX AND IMPACTS ASSESSMENT

In line with updates to the new 2021 GRI Standards and in view of the GRI 3 - Material topic guidelines, AMB carried out a **new material topic impact** analysis in 2022 and confirmed this for 2023. The materiality analysis update was structured as follows:

- > Analysis of the context in which AMB operates, to identify potentially relevant impacts for the company at corporate and sector levels;
- > Qualitative assessment of AMB's potential and actual positive or negative impacts on its stakeholders, as well as on the environment, its business sector and society at large. Internal stakeholders, such as AMB's senior management, ESG Executive Team and the ESG Committee, were involved in this.
- > Quantitative assessment of the impacts identified. The negative impacts were evaluated in severity and likelihood scale terms, whereas positive impacts involved assessing the benefits generated and the likelihood of their occurrence.
- > Data analysis resulted in a list of **37 priority** impacts that was narrowed down to a short-list of 10 company material topics.

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04 IMPROVING PACKAGING RECYCLABILITY AND CIRCULARITY



- 04.1 Overview
- **04.2** Supporting sustainable design for recycling
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04.1 OVERVIEW

Consumers still prioritize hygiene and food safety together with shelf life as the packaging criteria shaping purchasing decisions.

Importance of different aspects of product packaging, respodents who indicated "extremely" or "very strong"

Ranked in top 2 Ranked in bottom 2 Durability Shel Life Hygiene Info Ease and food incl of use safety th **North America** US 75 69 57 55 69 82 71 Mexico 85 Europe UK 72 63 51 44 Germany 56 68 59 46 France 64 53 39 40 Italy 66 41 62 47 Sweden 33 62 55 44 Latin America 72 Brazil 78 89 90 Asia India 89 77 80 78 China 87 81 65 61 Japan 63 27 46 35 75 57 55 67 **2023 GLOBAL** \mathbf{O} \bigcirc AVERAGE **2** p.p. **2** p.p. **0** p.p. 1 p.p. 5

Sustainability is an increasingly important issue for the packaging value chain.

Manufacturers and retailers of fast-moving consumer goods are continuing to innovate with new packaging formats designed to improve circularity, with a particular focus on post-consumer recycled content. It is a context in which companies are working to deliver on their sustainability commitments and address consumer expectations, nongovernmental organization issues and new packaging regulations. Consumer awareness and environmental impact are also growing.

For consumers hygiene and food safety and shelf life continue to be the two most important product packaging considerations. Price, quality and environmental impact are as important in consumers' product purchasing decision priorities as they were in 2020 and overall price is now even more important as a decision criterion than it was in 2020, an 11 percent increase.

(Sustainability in packaging 2023 | McKinsey)

Percentage point (p.p.) change over 2020

Environmental					
imp	oact				
rmation	Appearance				
uded on					
e label					

54	39	34
71	71	52

47	45	28
46	48	26
42	39	29
55	45	16
43	34	17

81	76	62

78	77	62
73	69	40
36	29	11
54	51	35
54 O	51 🕢	35



SUPPORTING SUSTAINABLE DESIGN 04.2 FOR RECYCLING

The proposed Packaging and Packaging Waste Regulation (PPWR) requires all packaging to be designed for recycling by 2030 with a view to harmonising the design-for-recycling rules and extending EPR (extended producer responsibility) fees linked to packaging recyclability.

AMB has played a key role in supporting the packaging materials market amid growing interest in sustainable solutions.

During the 2023 financial year, we set up a total of 14 new projects, 13 of which focused on sustainability and innovation in packaging materials, thereby demonstrating our strong commitment to promoting greater sustainability and innovation in the packaging industry.

NON GRI 1* New innovative sustainability projects	2021	2022	2023
New sustainability projects set up in the reported year	8	13	13
Total projects set up in the reported year	10	14	14
% of new sustainability projects set up in the reported year	80%	93%	93%

*The NON GRI 1 indicator is not applicable to the UK tooling plant due to the different nature of its output



The AMB innovation department focuses on designfor-recycling via:

- simplification of unrecyclable products
- elimination of problematic or unnecessary packaging components which disrupt recycling.

In 2023 AMB joined forces with the Marchesini Group to develop sustainable **packaging for pharmaceutical** and cosmetic products.

Founded in 1974 in the heart of Bologna's packaging valley, over the years the Marchesini Group has developed into a major player in the supply of pharmaceutical and cosmetic packaging lines and machines.

The goal of the partnership was to develop packaging entirely in PET for pharmaceutical blister and secondary packaging, with post-consumer recycled

content, capable of replacing the unrecyclable composite material made of PET-G (Polyethylene terephthalate glycol-modified) and aluminium currently used. AMB proposed PET thermoformable

films with different percentages of rPET (up to 70%) and mono PET lidding films. The materials resulted in good thermoforming in existing production lines and tough, easyto-peel lid sealing.

The products were launched during the 2023 Interpack fair where an AMB film was shown in the Marchesini showroom.













PHARMA PRIMARY PACKAGING

- **PVC replacement**
- 60% RPET (chemical recycling)

PHARMA SECONDARY PACKAGING

- 70% rPET (mechanical recycling) >
- 60% rPET (chemical recycling)

- Bottom film without barrier
- Up to 70% of rPET from recycled material
- 400my thickness to strengthen the pack
- Thermoformed unproblematically on the Marchesini machine, no adjustment required
- Top monoPET peel on PET, barrier-free, partly because application does not require it
- 60% of rPET from chemically recycled materials
- 37my thickness (also possible in 60my for the peel version; a lock seal option is also available)
- Sealing and peeling on PET

- Bottom film without barrier, at the same level of PVC film with the same thickness
- 10% of VPET from recycled materials, but rPET can be increased up to 100%
- 250my thickness to make the pack strong enough
- Thermoformed unproblematically, no adjustment required
- **Top monoPET** peel on PET, with barrier
- 60% of rPET from chemically recycled materials
- 37my thickness (also possible in 60my for the peel version; a lock seal option is also available)
- Sealing and peeling on PET









IMPROVING PACKAGING RECYCLABILITY AND CIRCULARITY



We are continuing to develop designed-forrecyclability alternatives by prioritising the transition to a fully recyclable mono-materials solutions capable of guaranteeing the same barrier and sealability functions as traditional packaging.



We have taken a step in the direction of creating a mono-material and eliminated all the components that can affect the recyclability of the main polymer. Indeed, the fact that a material can be considered mono-material does not mean that there are no barriers, additives, etc. which might affect the recyclability of the main polymer, even if they are present only in small quantities.







AMB High Barrier PET is mono-material and recyclable (third party certifications) where recycling infrastructure exists.

Plus, it has been approved by Institute cyclos-HTP and achieved its recyclability endorsement from the TCEP of Petcore Europe.









INCREASING PACKAGING 04.3 CIRCULARITY

As a design-for-recycling assessment does not, in itself, ensure that packaging is effectively recycled, actual scale recycling of packaging waste based on separate collection and established sorting and recycling processes must be ensured.

For packaging to be recycled and lay claim to recyclability it must be compatible with waste collection, sorting and recycling steps. If even one of these steps is not available in a given country then the packaging cannot be recycled in this country.

Increasing packaging circularity means improving these three steps and generating secondary raw materials which can ideally be used in the same original application and the loop will thus be closed.

CAN PET TRAYS BE RECYCLABLE?

Yes, and the trends and possible scenarios shown below prove that PET trays can be recycled.

Although 2020 PET PTTs (pots, tubs and trays) sorted for recycling estimates are around 20% of those put on the market in EU27+UK, estimates of the actual volumes recycled into rPET are not available. Expert opinion is that this may be as low as 0.05Mt.



European PET/polyester flows, 2020 Million tonnes



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If past trends continue, consumption of PET/polyester and non-recycled waste volumes will increase significantly.

An ambitious complementarity scenario, shown in the chart, applies known circular economy solutions (measures to slow the growth in demand, design for recyclability, reuse, mechanical recycling, chemical PET recycling) to the reduction of non-recycled waste volumes with a view to significantly increasing recycled PET/polyester supplies by 2040. Separate collection for PTTs could increase recycling

rates to 92% (up from ~25%).

This ambitious complementarity scenario enables draft PPWR recycled content targets for PET packaging to be met, generating enough rPET to meet draft PPWR recycled-content targets by 2040.



Chemical rPET **1.9 Mt** Total virgin - equivalent Input (chemical rPET + virgin PET)

2.8 Mt

4.4 Mt

PET/polyester Input - 7.2 Mt

Virgin PET 2.5 Mt

Mechanical rPET

Source: SYSTEMIC. Circular PET and Polyester Full report July 2023

AMBITIOUS COMPLEMENTARITY SCENARIO





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must support and foster this action.



AMB TRAY REVIVE

AMB's tray-to-tray recycling initiative, AMB **TrayRevive**, is increasing PET tray recyclability, creating a demand for this valuable secondary raw material and contributing to the success of the ambitious complementary scenario. This successful project, developed by AMB as part of our overall sustainability strategy, uses post-consumer trays to manufacture films subsequently employed to produce form fill seal packs and new thermoformed trays.



In FY2023 we expanded our post-consumer tray supplier portfolio enabling us to reach our target and develop new synergies to boost PET tray recyclability and keep these in the food economy.







04 IMPROVING PACKAGING RECYCLABILITY AND CIRCULARITY



AMB TRAYREVIVE TARGETS

We are committed to increasing our use of raw materials derived from post-consumer trays by 22 from 2022 to 2025.

OUR PROGRESS



*Aggregate data including trays sorted into the bottle bales. Calculated on the basis of the average weight of a common PET food tray (12 g).

CAN FLEXIBLE PACKAGING BE RECYCLABLE?

	It depends on each country's specific material and
26%	recycling infrastructure.
	Some types of flexible packaging, such as certain
	types of plastic films and laminates, can be difficult to
	recycle because they are made up of multiple layers
	of different materials that are difficult to separate.
	Additionally, flexible packaging may not be accepted
	by all recycling facilities, as they may not have the
	equipment needed to process it.
	This can result in flexible packaging being sent to
	landfill instead of being recycled. However progress
	is being made in recycling technologies, to make
	flexible packaging more recyclable.
S	The draft Packaging and Packaging Waste Regulation
	(PPWR) has set ambitious 55%-by-2030 recycling

targets for plastic packaging which includes flexibles.

capacity of 7 million tonnes for flexibles by 2030.

Achieving these targets will require an installed recycling

A 34/SONAAA VERTERS MANUFACTURERS, CONSUMERS AND WASTE MANAGEMENT FACILITIES ALL HAVE A ROLE TO PLAY IN ENSURING THAT FLEXIBLE PACKAGING IS PRODUCED, USED AND DISPOSED OF IN AN

ENVIRONMENTALLY RESPONSIBLE WAY.

TE MANAGEMEN

CIRCULAR

ECONOMY

CONS

END

All the value chain's stakeholders must step up their efforts to develop viable infrastructure to facilitate waste collection and the sorting of flexibles.

NEW LEGISLATION AND MANDATORY RECYCLED-CONTENT TARGETS WILL FURTHER DRIVE INVESTMENTS & BOOST CONFIDENCE IN THE FLEXIBLE FILMS SECTOR.

The main goal of the CEFLEX Design for a Circular Economy (D4ACE) working group is to:

"FACILITATE CONSUMER FLEXIBLE PACKAGING DESIGN TO SUPPORT ITS CIRCULARITY -INCLUDING SORTABILITY AND RECYCLABILITY - ENABLING THE VALUE CHAIN TO MAKE THE RIGHT DESIGN DECISIONS"









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WE AIM TO ACHIEVE THIS GOAL BY:

- 1. Providing robust, independent, data-driven guidance to support the flexible packaging value chain in its efforts to design circular flexible packaging;
- 2. Providing a range of D4ACE guidelines covering all types of flexible packaging - how to design flexibles suitable for collection, sorting and recycling;
- 3. Delivering other tools to support the development, updating and adoption of D4ACE guidelines.

- 4. Supporting the value chain in its efforts to make the right design decisions;
- 5. Increasing the proportion of flexible packaging placed on the market suitable for collection, sorting and recycling;
- 6. Facilitating the collection, sorting and recycling infrastructure and increasing the quality and quantity of recycled materials made with flexible packaging;
- 7. Helping the value chain meet its recyclability commitments and fulfil its future legislative requirements.



The CEFLEX demand driven circular economy model



In 2020 volumes of combined PE and PP consumption for the production of flexible films was about 11 million tonnes. PE accounted for the vast majority of flexible film applications, representing 77% of the total, and PP accounted for the remaining 23%.

PE AND PP FLEXIBLE FILMS BY INDUSTRY SECTOR IN 2020 Source: PRE, ICIS analysis.



CONSUMPTION OF PE AND PP IN FLEXIBLE FILMS IN EUROPE IN 2020 Source: ICIS Supply & Demand Database, ICIS Analysis.







AMB Mono PE Flowpack

Commercial & industrial 39%

Bags

Polyethylene (PE) is a lightweight and durable plastic material commonly used for flexible packaging such as plastic bags, shrink wrap and films. It is a widely used plastic that is easy to recycle.

Flexible film sales percentages according with designed-for-recyclability guidelines were in line with those of 2022.



NON GRI 2: FLEXIBLE FILMS DESIGNED FOR RECYCLING* PACKAGED IN THE REPORTED PERIOD	2021	2022	
% of flexible films designed for recycling packaged in the reported period	32%	33%	

* Films designed for recycling are those which comply with existing recycling guidelines. We have considered products without polymers, additives and adhesives capable of disrupting the recycling process for this specific kind of application only.





INCREASING THE USE OF FOSSIL-FREE 04.4 **RESOURCES AND PROMOTING MATERIALS** WITH IMPROVED ENVIRONMENTAL IMPACT

SUSTAINABLE PROCUREMENT

AMB applies the **UN Global Compact's Ten Principles** throughout its supply chains and integrates sustainability into its business strategies.

Supply chain sustainability management is key to maintaining our brand integrity, ensuring business continuity and managing operational costs.

ENVIRONMENTAL, SOCIAL AND ECONOMIC IMPACTS EXIST THROUGHOUT EVERY STAGE OF SUPPLY CHAINS



AT EVERY STAGE IN THE LIFE-CYCLE **OF SPECIFIC PRODUCTS THERE ARE SOCIAL** AND ENVIRONMENTAL IMPACTS, **OR EXTERNALITIES, ON THE ENVIRONMENT** AND ON PEOPLE. IN ADDITION, GOVERNANCE, **OR THE ACCOUNTABILITY OF ORGANIZATIONS TO THEIR STAKEHOLDERS FOR THEIR** CONDUCT, IS IMPORTANT AT EVERY STAGE **THROUGHOUT THE SUPPLY CHAIN.**

Supply chain sustainability is managing environmental, social and economic impacts and encouraging good governance practices throughout the lifecycles of goods and services.

Source: Supply Chain Sustainability Practical Guide for Continuous Improvement UN Global Compact and BSR.

Our sustainability supplier assessments take the form of online questionnaires on safe working conditions, environmental protection, social responsibility management and ethics issues.

2023 SUPPLIER SURVEY KEY HIGHLIGHTS:



of suppliers are certified

(57% ISO 9001, 44% ISO 14001, 11% BRCGS/IFS/FSSC standards, 8% BS OSHAS 18001 and 33% other certifications)

Provide safety training to all their workers

93%

Include environmental issues in their policies



Have taken action to improve environmental management in the last three years

(i.e. recycling, avoiding hazardous substances, energy saving measures and green energy, zero pellet loss action, wastewater treatment).

25%

Have implemented Social Responsibility Management Systems including SEDEX, ECOVADIS, SA 8001 and benefit societies



Have drawn up sustainability reports

49%

Have drafted Codes of Conduct based on International Labour **Organization guidelines (ILO)**

Our existing supplier activities cover both the potential environmental and social impacts of the company's procurement strategy which integrates commitments and qualitative and quantitative sustainable procurement issue management goals. We guarantee a balance between quality, price and service in favour of materials with lower environmental impacts. Buying recycled raw materials helps to achieve circular economy objectives and consequently avoid the depletion of available raw materials and decrease the risk of harming natural ecosystems.

In 2022 we drew up a specific Supplier Code of **Conduct** which lists the minimum environmental, labour and business ethics requirements demanded of our suppliers and subcontractors.

Supplier sustainability assessments are an effective way of obtaining and validating pertinent information from suppliers on sustainability issues to improve understanding of supplier performance. The objectives of such assessments are to identify general and sustainability-related practices as well to help identify high-risk suppliers and the need for further risk mitigation action.

















RECYCLED MATERIALS

PET is a material which can be **recycled multiple** times and a unique polymer currently being approved for food contact applications as regulated by EU Regulation 2022/1616 on recycled plastic materials and articles coming into contact with foods, introduced in October 2022 by the European Commission to replace EC Regulation 282/200.

The primary focus of EU Regulation 2022/1616 is food-safety, setting high-quality expectations for the safety of recycled plastics in food contact applications.

It introduces two pathways to food contact material approval: suitable technology addressing processes which have already been evaluated and sufficient data generated and novel technology addressing processes that have not yet been assessed.



AMB OPTIONS FOR USING RECYCLED PET (rPET) IN FOOD PACKAGING COMPLYING WITH EU 2022/1616

1. For direct contact with food, the rPET input is decontaminated in our super-clean processes (approved by the European Food Safety Authority (EFSA), and the resulting rPET is used to make new containers. This technology is classified 'suitable' by the new Regulation.



AMB Decon Suitable Technology EU RIN*: UNI-ARK-1IS

*Recycling Installation Number in EU register of recycling technologies







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2. For indirect contact with food, the original PET is mildly decontaminated, and subsequently embossed between two layers of virgin PET, or PET originating from super-clean processes. In this case, the layer in contact with food acts as a **functional barrier**, preventing any possible contaminants in the rPET from being transferred to food in a quantity that endangers human health.

These structures containing rPET consist of threelayer sheets in a A/B/A formula, where B consists of either 100% rPET, or a combination of rPET and virgin PET in varying proportions. The A layer is expected to perform a functional barrier role; this layer consists of virgin PET, or food-grade rPET (i.e. originating from a recycling process that employs the 'suitable' mechanical PET recycling technology and for which the superclean recycling process is assessed by EFSA) or a combination of the two.





All of our functional barrier extrusion lines, also located in the UK, have been registered on the EU Register with unique RIN numbers. The Functional Barrier is subject to novel technology in which further data needs to be generated before an EFSA assessment can assess whether the technology can be considered 'suitable'. AMB is part of a consortium set up by PETCORE Europe AISBL (PETCORE) and EUPC AISBL (EUPC) to help their members use functional barrier principles to manufacture PET thermoformed foodcontact packaging complying with EU Regulation 2022/1616.

TRACEABILITY

AND

LABELLING

MONITORING

OF THE PROCESS PARAMETERS

AND PRODUCT ANALYSIS

INPUT

AND OUTPUT

MATERIAL QUALITY

DECONTAMINATION **OF rPET WITH SUPER-CLEAN OR FUNCTIONAL BARRIER** TECHNOLOGIES

RECYCLED PET SUITABLE FOR FOOD CONTACT APPLICATIONS

In conformity with draft EU Packaging and Packaging Waste Regulation (PPWR) targets we have boosted rPET use in our products saving 85,862 tonnes/CO2 equivalent in 2023. In this way, after being used by consumers, bottles and trays can be a resource in the form of new trays which avoid plastic packaging going to landfill and incineration.



AMB % PET PCR INPUT MATERIALS



(*) N.b. the 2021-2022 data has been updated as compared to the 2022 AMB Sustainability Report data with additives (included as virgin materials) counted as well.



(*) N.b. the 2021-2022 data has been updated as compared to the 2022 AMB Sustainability Report data with additives (included as virgin materials) counted as well.

AMB has considered all input materials, as recommended by GRI Standard 301-2, not just raw materials. At AMB, recycled materials account for nearly 52% of all materials consumed. 52% recycled content is calculated taking in consideration both Post-Consumer Recycled materials (PCR) from waste recovery centres and Post-Industrial secondary raw materials (PIR) in compliance with the ISO 14021:2016 standards; internally recovered scraps are not counted as recycled content in accordance with this same standard. However, this type of input does not differ from PCR in terms of properties and constitutes an opportunity to enhance circularity through partnerships with different players in the value chain. High-quality recycling implies that the recycled materials used are comparable or higher quality than the original materials, based on their preserved technical characteristics, and can be used as a substitute to primary raw materials for packaging or similar applications. The recycled material can be recycled multiple times. High quality recycled raw material production requires properly sorted packaging waste.

As design-for-recycling assessment does not, in itself, ensure that packaging is recycled in practice, a uniform methodology and a chain of custody mechanism ensuring that the packaging waste is effectively recycled at scale is essential. To provide an internal market for high-quality plastics recycling and the use of secondary raw materials, plastic packaging components placed on the market should contain a certain minimum percentage of recycled content recovered from post-consumer plastic waste per packaging type and format, calculated per manufacturing plant and year.

AMB are pioneers in following regulatory trends and set in motion the process involved in certifying the quantity of recycled content in its products in 2023, ensuring the transparency and traceability of the post-consumer recycled material incorporated in accordance with UNE-EN 15343:2008 and the principles of the controlled blending chain of custody model as drawn up by ISO 22095.

GRI 301-1 Material used by weight: The nature of AMB's products does not allow for the extensive use of renewable sources, which are limited to the wood and paper used for product packaging. Most materials used by AMB are non-renewable, including plastics, inks and coating solvents for the plastic extrusion processes. The ratio between nonrenewable and renewable material has been stable, other than over the last three years.

% RENEWABLE MATERIALS USED



(source - 2022/0396 (COD) PPWR draft proposal)

2023 52% and



055 DEVELOPING ENVIRONMENTALLY FRIENDLY AND SUSTAINABLE PROCESSES



- **05.1** Careful internal waste management
- **05.2** Careful internal water management
- **05.3** Energy and emission efficiency
- 05.4 Carbon footprint: towards net-zero emissions



CAREFUL INTERNAL 05.1 WASTE MANAGEMENT

AMB's action tracker project management identifies environmentally-sustainable economic activities and helps us make sustainable investment decisions integrating sustainability into AMB's everyday business performance and processes.

Moving towards a 'recycling society' helps avoid waste generation and uses waste as a resource, avoiding locking in resources at the lower levels of the waste hierarchy, with detrimental effects on the environment and disregarding the environmentally sound management of waste.

WASTE HIERARCHY



2023 was a challenging year with an increase in overall operational capacity and volume as well as expansion of onsite stock management within a new warehouse unit in our UK division.

Many initiatives were designed to capture all the waste that could be recycled and diverted from landfill through third party businesses.

With higher volumes, it is inevitable that waste levels will increase. To counteract this, plans are underway for 2024 with several projects which will assist in waste reduction.

In line with the EU's commitment to the UN 2030 Agenda for Sustainable Development, including its SDG 12.5, AMB is committed to increasing the percentage of waste sent for recycling instead of to landfill.



SDG 12.5: SUBSTANTIALLY REDUCE WASTE GENERATION

Substantially reducing waste generation through prevention, reduction, recycling and reuse by 2030.



05 DEVELOPING ENVIRONMENTALLY-FRIENDLY AND SUSTAINABLE PROCESSES



PREVENTION AND REUSE

IMPROVING PROCESS EFFICIENCY THROUGH SCRAP REDUCTION

In 2023 we set up a new **"prevention is better than disposal"** project in our Italy divisions, to prevent scrap generation. **Only 3% of our production is waste**. A multidisciplinary internal team made up of production, continuous improvement, scheduling and quality departments was involved.

In our daily operational meeting the team involved in the project analysed the causes of scrap generation and implemented measures to set, and keep to, departmental targets.








05 DEVELOPING ENVIRONMENTALLY-FRIENDLY AND SUSTAINABLE PROCESSES



Unavoidable scrap is reworked (or sold as byproducts) to prevent it being sent to landfill, avoiding environmental waste dispersion and reducing raw material consumption.

In 2023, 3016 tonnes of third-party-body-certified by-products were reused in the Italian division, contributing to the circular economy and our goal of reducing the waste sent to landfill.

At AMB UK we strive to convert our post-industrial waste into raw material in order to minimise the consumption of additional resources.

To do this our recycling department has two production lines where we granulate all our inprocess post-industrial materials not produced to be sold into flake which we can then re-use in our extrusion lines to make new products.





We also operate a buy-back scheme with which we purchase the skeleton sheet after the thermoforming process and then granulate this and convert it into flake.

In 2023 we reused more than 7400 tonnes of skeleton sheet purchased as post-industrial raw material and about 3000 tonnes of in-process by**product**, due to the up lift of volume that came with the installation and full utilisation of the new extrusion line.

For 2024 plans are underway to increase our recycling department's capacity with the addition of roll splitter and shredder equipment which will become operational in Q2 2024. While trying to minimise in-process waste as much as possible, we seek to ensure that all of it is recycled and reused immediately.

TRANSPORT PACKAGING REUSE

In our Italian division plastic pallets have not been purchased since 2020 as these are taken back by our customers as soon as they are available for reuse in new orders.

Prior to reuse plastic pallets are cleaned using a **pallet**cleaning machine that ensures the hygiene and sanitisation standards required in the food sector.



Since 2023 we have been extending this reuse approach to all transport packaging materials (plastic wedges and squares for packing) which are taken back by our customers for reuse.

New projects planned for 2024 include the reuse of consumables such as **cores**, **pallets** and wedges.











05 DEVELOPING ENVIRONMENTALLY-FRIENDLY AND SUSTAINABLE PROCESSES

RECYCLING

We are continuing to improve our separate waste collection with additional bins and containers to recycle other items which have, to date, been going to landfill and the percentage of waste diverted from this is increasing.

TONNES DIVERTED FROM LANDFILL AND RECYCLED OFFSITE





Waste diverted from landfill and recycled increased to 81% vs 2022 and around 84% of the total waste produced did not go to landfill in 2023.

GRI 306-4 waste diverted from landfill (tonnes)

Total amount of hazardous waste diverted from landfill

- Total amount of non -hazardous waste diverted from land
- Total amount of waste diverted from landfill
- Total waste generated

% Total waste diverted from landfill

(*) N.b. the 2022 data has been updated, as compared to the 2022 AMB Sustainability Report, with the data coming from the fourth copy of the form showing the weight of the waste verified at destination

	2021	2022	2023
	37	39	45
Ifill	2372	2728	3383
	2409	2767	3428
	3999	3535	4058
	60%	78%	84%



Waste transport, recovery and disposal is done by third parties authorised and registered with the National Register of Environmental Operators.

A table in the Annex details volumes of waste produced, split up into hazardous and non-hazardous waste for the 2021-2023 three-year period.



05.2 CAREFUL INTERNAL WATER MANAGEMENT

A correct assessment of water environmental impacts must consider the geographical characteristics of the territory and its climate and it also requires analysing the effects of climate change and other related demographic, urban, economic and social variables.

In 2022 our Italian water supplier set up an advanced **Smart Water Management project** to reduce watersystem losses on Friuli Venezia Giulia's distribution networks.

In addition to ensuring the quality of the water distributed, the **Water Safety Plan** has also enabled us to employ a single risk-prevention system designed to ensure that future generations will have the same water availability as today. The Water Safety Plan is the main water-resource impact identification tool of use in assessing possible scenarios and how to manage them. It is an emerging risk analysis and management system in the current scenario, strongly influenced by climate change and its impact on the drinking-water chain.

Developed by the World Health Organization Healthcare (WHO), the Water Safety Plan is a risk prevention and management approach applying to the entire drinking-water supply chain. Detailed analysis enables preventive and, if necessary, corrective, measures to be taken in advance to deal with critical situations and guarantee higher safety standards than those required by law.

AMB's water use is managed according to regulations designed to avoid causing local water stress, as well as water pollution. AMB's water consumption is mainly of a general service (municipal water supply for domestic and sanitation purposes) and industrial (degassing processes, converting department and firefighting) nature. It is entirely freshwater with total dissolved solid content lower than or equal to 1000 mg/l.

In Italy 84% of water came from areas suffering from water stress (see map) in 2022. Most of AMB's water use is from aquifers or underground sources through wells, followed by springs) and a smaller amount from surface water. AMB's water stress level is assessed using the Aqueduct tool, an index that aggregates and weighs water availability indicators in terms of quantity, quality, legislation and outlook. In the UK freshwater comes from low water-stress areas.

In the last quarter of 2023 we embarked on a UK division project designed to reduce water consumption thanks to equipment which reduced water flow. This solution will be extended to other production lines in 2024.



GRI 303-3: WATER WITHDRAWAL (ML)	2021 Fresh water	2022 Fresh water	2023 Fresh water
Surface water	0	0	0
Ground water	0	0	0
Sea water	0	0	0
Produced water	0	0	0
Third-party water	22	31	28
Total water used from all areas	22	31	28
Total water taken from water-stress areas *	0	4	4
) N.b. the 2022 data was updated, as compared to the 2022 AMB Sustainal	bility Report, following the	publication of the C	AFC Sustainability

(*) N.b. the 2022 data was updated, as compared to the 2022 AMB Sustainability Report, following the publication of the CAFC Susta Report 2022.





ENERGY AND EMISSION 05.3 **EFFICIENCY**

Energy efficiency management is fundamentally important to combating climate change.

In 2023 the group's electricity consumption was 57,390,659.29 Kwh, a **decrease of 3%** over 2022. Production volumes also decreased due to a downturn in consumer demand.

GRI 302-1: Energy consumption within the organisation (GJ)	2021	2022	2023
Petrol consumption	2,374	55	911
Diesel consumption	90	1,107	641
Car fleet consumption	2,463	1,163	1,553
Consumption of natural gas for heating and production	6,119	4,401	2,551
Heating and production fuel consumption	6,119	4,401	2,551
Consumption of electricity purchased from renewable sources	0	0	0
Consumption of electricity purchased from non-renewable sources	234,124	213,639	206,606
Electricity consumption	234,124	213,639	206,606
% Electricity from renewable sources	0%	0%	0%
Total energy consumed	242,706	219,202	210,710



Compared to our baseline year of 2022, normalised electricity consumption for production purposes decreased of 7 Kwh/tonnes, at the group level.

Kwh/tonnes



AMB UK successfully completed its first full production year after the installation of the latest line in Q3 of 2022. 2023 was the new warehouse's first full year of operation.

We are planning further structural enhancements in 2024 designed to strengthen the operations team as well as multiple projects whose purpose is to improve business performance while providing environmental benefits.





POWER CORRECTION FACTOR IMPLEMENTATION

Power factor improvement aims to **optimise the** use of electrical power, reduce electricity costs, consumption and power losses in the circuit with a potential impact on production stoppages and an increase in scraps for the restart of production lines.

Power factor correction is a technique designed to improve the power factor of an electrical system by using extra electrical equipment capable of absorbing or supplying reactive power to the circuit.

WITHOUT POWER-FACTOR CORRECTION



WITH POWER-FACTOR CORRECTION



A power correction factor unit was installed at one of the unit divisions in UK, enabling us to save around 64,000 kg CO₂ per year* for that unit. This will be extended to another UK division unit in 2024 with expected savings of 80,000 kg CO₂ per year*.

This is a saving of approximately 144,000 kg CO2 per year for the two UK units*

(*CO₂ savings based on 160 kg of CO₂ produced per kVAr per year @ 500 hrs of operation per month. Figure endorsed by BCMA)

In compliance with Legislative Decree 102/2014 (Implementation of the EU 2012/27 Energy Efficiency Directive), the AMB Italian division is required to

draw up an Energy Diagnosis every four years and report any savings achieved from energy efficiency action on a yearly basis.

This energy reporting must take account of the savings achieved at all AMB's Italian consumption sites and be presented to ENEA by 31 March each year. (ENEA is a national energy, environment and new technology sector body working to support competitiveness and sustainable development policies. It is supervised by the Ministry for Environmental Transition - enea.it/it).

A slight increase in share consumption, corresponding to an overall increase of 161 TOE (tonnes of oil equivalent) for the Italian site has been recorded. The energy impact of the San Daniele production site has increased slightly, from 115.3 TOE/1,000 t in 2022 to 118.2 TOE / 1,000 t in 2023, approximately 3%. This increase corresponds to a higher consumption of 119 TOE.

The energy impact of the Amaro production site has registered a negligible increase, passing from 104.18TOE / 1,000 t to 104.68 TOE / 1,000 t, about 1% (11TOE increase)

Data source: ENEA savings reporting 27.03.2023 (according to article 7, paragraph 8 of Legislative Decree 102/2014).



LED RELAMPING

The company has replaced all the traditional lights in its production departments and external areas with more energy-efficient LED lights.

There are various benefits to LED relamping including:

- energy and maintenance cost reductions
- lighting efficiency and visual comfort improvements



- smart regulation and control system integration
- increased reliability and lamp life (on average, LED) bulbs last 50,000 hours, compared to 1000 hours for traditional ones)
- impact reduction.

Italian manufacturing plants upgraded to LED lighting saved 269 tCO,e/year GHG, equivalent to 1.9 MIn kilometres of driving (data source: CO₂ Converter - OpenCO2.net)

Energy saving (Kwh/year)	Energy saving (TOE/year)	GHG saving (tCO ₂ e/year)*	Cost saving (€/yea
856,596	160.18	269	180,149

*tCO₂e calculated from the starting point of the emissions factors provided by the Association of Issuing Bodies (AIB 2022). The location-based method was applied.



SWS







CARBON FOOTPRINT: 05.4 **TOWARDS NET-ZERO** EMISSIONS

Efforts to mitigate and adapt to climate change can generate company benefits through resource efficiency and cost savings, the adoption and use of low-emission energy sources, the development of new products and services, and building resilience along the supply chain, for example.

Our energy management system allows us to closely monitor our overall consumption and identify areas needing improvement, in order to reduce our carbon footprint.

TOWARDS NET-ZERO EMISSIONS

Reducing our company's emissions (scopes 1 and 2) was one of the first steps we took on our road to net zero.

-32.9% SCOPE 1 emissions (vs 2022) -13.15% SCOPE 2 emissions (vs 2022)

Where Scope 3, indirect emissions, is concerned we recorded a decrease of

-25.38% SCOPE 3 emissions (vs 2022)

GRI 305-1: Direct (Scope 1) GHG emissions (tCO ₂ e)	2021*	2022	2023
Total Emissions Scope 1	517	384	258
GRI 305-2: Energy indirect (Scope 2) GHG emissions (tCO ₂ e)	2021*	2022	2023
Total Emissions Scope 2	19,135	15,023	13,048
GRI 305-3: Over Indirect Scope (Scope 3) GHG emissions (tCO ₂ e)	2021*	2022	2023
Total Emissions Scope 3		230,730	172,159

For 2021, Scope 1 and 2 were calculated from the starting point of the emissions factors provided by the Association of Issuing Bodies and the British national energy agencies (AIB and DEFRA). The location-based method was employed.

For the year 2022, Scope 1,2,3 emissions were calculated following UNI EN ISO 14064:2019 for the UK, Italy and Germany divisions.

For the year 2023, Scope 1,2,3 emissions were calculated following the UNI EN ISO 14064:2019 and Green House Gas Protocol for the UK and Italy and Germany divisions.







05 DEVELOPING ENVIRONMENTALLY-FRIENDLY AND SUSTAINABLE PROCESSES

EMISSION PER SCOPE IN TONS OF CO₂e 0.1% 7% Scope 1 Scope 2 92.8% Scope 3

Our carbon footprint mapping shows that our GHG Scope 3 accounts for about 93 percent of our total value chain impact, which is why we set an ambitious carbon reduction goal of net-zero emissions by 2050. In line with the GHG Protocol, we are committed to setting a road map for carbon reduction targets by 2025 on the basis of the Science Based Targets initiative (SBTi) methodology.

SBTi is the most widely used method of calculating and communicating a target in line with the goals of the Paris Agreement - to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C:

https://sciencebasedtargets.org/.

NON-GRI 5: Emissions avoided by using recycled input materials.

Increasing the use of recycled content in our products is a clear way to avoid increasing our carbon footprint.

According to our carbon footprint study, if recycled PET flakes were completely replaced by virgin PET (alternative scenario), the impact increase would be about 85,862tCO₂e.

This would consequently generate an increase of about 46% compared to the current scenario (185,465t CO₂e), for a GHG emissions total of 271,327 tCO₂e in the alternative scenario.



85,862

tCO₂e avoided by using recycled input materials

AMB GROUP - GHG EMISSIONS

Alternative scenario assessment















- **06.1** Overview
- **06.2** AMB's management approach
- 06.3 Training
- **06.4** Employment
- **06.5** Diversity and Equal Opportunities
- **06.6** Well-being
- **06.7** The occupational health and safety management system
- **06.8** Community relations and support



06.1 OVERVIEW

IMPROVE EMPLOYEE RETENTION, DEVELOP AN INCLUSIVE WORK ENVIRONMENT, BUILD SKILLS AND DEVELOP TALENT

We have learnt that the pandemic changed people's relationship with work, introducing hitherto unknown or almost unknown phenomena (starting with smart working, but also quiet quitting), and triggering a transition that is still underway.

Work continues to occupy a central place in people's lives but attitudes to it have changed (and are still changing), from the individual and the business perspective.

AMB is strongly committed to ensuring a safe and healthy working environment while developing initiatives to ensure fairness and positivity.

This is why it is important that the personal and professional growth of our people should once again be center stage in everything we do.

PUTTING PEOPLE FIRST: AMB EMPLOYEES ARE THE CORE OF OUR BUSINESS AND OUR SUCCESS.



AMB'S MANAGEMENT 06.2 **APPROACH**

In the past, managers were called on to solve complicated problems requiring in-depth technical knowledge. Now these problems are not "merely" complicated but complex too, and team working is the only way to solve them.

No one has all the technical skills needed to solve such complex problems and what is needed is both the cognitive ability to connect up the dots, and the personal skills to work in a team.

Effective communication and team working is a key strategic lever for us because it allows us to avoid frequent problems which also jeopardize productivity, such as: failure to meet deadlines, conflicts between employees and improperly planned projects.

Sharing goals and targets, valuing the contributions of the whole company, and a certain amount of decision-making autonomy at every level. These are elements which generate motivation. From a teamwork perspective, we understand that the mutual trust generated by working together for a shared goal is the cornerstone of team effectiveness.

In 2023 our Italian Management Team took part in a training program designed to enhance its leadership skills.



AMB MANAGEMENT TEAM'S VALUES



COURAGE: thinking big while facing up to new challenges, even the most ambitious, with perseverance and determination. The courage to express one's views and disseminate and defend those of the team.



TRUST: believing in people's abilities, helping to create a proactive and positive environment through listening and helping.



PRIDE: a sense of belonging to AMB, a common vision overcoming individualisms.

To further promote effective communication, we continue to use a **performance appraisal process** for career development which invites users to suggest improvements.





TRAINING 06.3

At AMB we have an ongoing program of employee training ensuring operators and technicians develop their skill sets and performance.



We set up our onboarding process in October 2022 to improve employee retention and develop an inclusive work environment. The first training sessions were held in Italy in January 2023. The training program provides a full overview of the company's

functioning and flows, through three full days (3.5 for white collar employees) of lectures, facility tours and Q&As conducted by representatives from 14 different departments.

The training also covers sustainability and ESG topics.

KEY ONBOARDING OBJECTIVES:

- > Building employee understanding of the organization;
- > Ensuring employees understand their role, how they contribute to their team, and how they and their team add value to the organization;
- > Building employee knowledge of the functions, processes, and skills required for success in their posts;
- > Increasing employee retention;
- > Ensuring that employees are capable of performing their critical functions and roles.

In addition to Onboarding Training, in 2023 AMB implemented a full Six Sigma White, Yellow and Green Belt certification program with a

view to developing a team of 6-sigma certified professionals tasked with deploying projects designed to improve AMB know-how, reduce process variability and increase efficiency.

Individual employees participating in the course each take the lead in specific projects, developing ideas, deciding who else to involve to ensure a team has the necessary skills, and applying the Six-Sigma tools taught during the course.

There are currently 6 projects underway. All projects are expected to be completed by 2024 to provide all 6 with Green Belt international certification.

Lean Six Sigma

['lēn 'siks 'sig-mə]

A team-focused managerial approach that seeks to improve performance by eliminating resource waste and defects.

















Lean Six Sigma Belts, Levels and Roles

COURSE OBJECTIVES:

- > Acquiring theoretical and practical knowledge of Lean Six Sigma;
- > Applying the DMAIC methodology to real business cases;
- > Developing critical thinking and problem-solving skills;
- > Promoting a culture of ongoing improvement.

	202	21	20	20	23	
GRI 404-1: Average hours of training per year per employee	Total	Average	Total	Average	Total	
Total hours of training	2985	8.00	2440	6.51	3675	
Hours of training divided by:						
Men	2340	7.55	2021	6.58	2997	
Women	645	10.25	419	6.16	679	
Managers	91	10.22	209	17.42	256	
Office Staff	1201	14.30	526	5.59	1318	
Production-site Workers	1693	6.44	1705	6.77	2101	

Note: totals may not agree because of rounding. The data refers to the entire AMB Group

2023 saw a significant shift in focus in the UK towards the business's HR department.

This led in turn to new recruitment, induction and training initiatives.

A change in how people are hired also created an improvement in the caliber of applicants. Instead of being wholly reliant on recruitment agencies to source employees for us, we have moved away

from this model and hire employees directly where possible.

We also implemented an Induction & Training Plan for new staff which includes 2 weeks of training before they start work at Extrusion. The feedback from employees has been positive, with new staff appreciating the investment in talent involved.







EMPLOYMENT 06.4

Most of our staff are employed at the Amaro and San Daniele del Friuli plant (almost 65%), as our company was founded in Italy.

Around 12% of our total workforce are temporary workers who do not officially count as AMB employees. They support both office and production departments to meet peaks in demand or when we require urgent substitutions. Contractors are also used to outsource warehouse and by-product grinding work at our Italian site.

Most employees work full-time (over 97%) with parttime contracts limited to meeting the personal needs of staff members.

To promote a positive work environment, our employees are hired on permanent contracts (almost 98%).

Temporary contracts are mostly employed for workers used for short term tasks.

Permanent contracts are indefinite and last until either employer or employee choose to end them. These are often called indefinite contracts as well.

There are many advantages to **permanent contracts**. They appeal to employees and help employers hoping to attract and retain talent.

JOB SECURITY

The stability of a permanent job is extremely attractive to employees, easing their minds and allowing them to invest emotionally in the business, improving morale and boosting employee engagement.



AMB PEOPLE

Since joining the production team my knowledge has only grown and continues to do so.



DEAN WARDMAN PRODUCTION & ENGINEERING SUPERVISOR





CAREER DEVELOPMENT OPPORTUNITIES

Being offered a permanent contract shows employees that this is more than just a job. It's a career. Instead of wasting money on recruiting and training staff who don't stick around, businesses are best advised to invest in people who can build the company's future. Permanent contracts keep top talent around long-term while helping employees to develop new skills and grow their careers.

GRI 2-7 Employees		2021			2022			2023
	Men	Women	Total	Men	Women	Total	Men	Women
Employees	310	63	373	307	68	375	310	68
Permanent employees	308	61	369	302	64	366	301	66
Temporary employees workers	2	2	4	5	4	9	9	2
Non-guaranteed hours employees	0	0	0	0	0	0	0	0
Full-time employees	310	51	361	306	58	364	309	60
Part-time employees	0	12	12	1	10	11	1	8

The data refers to the entire AMB Group

GRI 2-8 Workers who are not employees		2021			2022			2023
	Men	Women	Total	Men	Women	Total	Men	Women
Workers who are not employees	57	10	67	62	9	71	38	11

The data refers to the entire AMB Group









GRI 405-1 DIVERSITY OF EMPLOYEES







Note: totals are rounded up/down and thus may not add up. The data refers to the entire AMB Group



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All the Italian plant employee contracts are covered by the provisions of the national plastic and rubber industry collective bargaining agreement (CCNL Gomma Plastica Industria). No industrial collective bargaining agreements are in force in the UK and Germany, where contracts are

negotiated through other means.

GRI 2-30: Collective bargaining agreements	Italy		UK			Germany		
	2021	2022	2023	2021	2022	2023	2021	2022
Employees covered by collective bargaining agreements	244	240	244	N/A	N/A	N/A	N/A	N/A
Total staff	244	240	244	N/A	N/A	N/A	N/A	N/A
% of total staff covered by collective bargaining agreements	100%	100%	100%	N/A	N/A	N/A	N/A	N/A

The data refers to the entire AMB Group (applicable only to the Italian division)



AMB RECRUITING INITIATIVES

> AMB took part in the Carnia Job Day 2023, an event that brings together companies and job seekers in the Carnia area around Udine. AMB showcased its work to attract new staff to the plastic packaging industry.

The 2023 staff turnover index was in line with the previous year's.

N/A
N/A
N/A



AMB PEOPLE

"I joined AMB almost 4 years ago and I love that I can see the contribution I make plays its part to the success of the company."

YLENIA ANGELI SLITTER OPERATOR





51

DIVERSITY AND 06.5 EQUAL OPPORTUNITIES

We continue to promote equal opportunities in the workplace, increasing the percentage of women in our workforce.

100% of our internal sales team are women and 31% of the Italian slitting department's workforce where an aptitude for teamwork, precision, tidiness and attention to detail are required - are women.



GRI 405-1 Diversity of employees		2021		2022		23		
	n	%	n	%	n	%		
Total number of employees	244		240		244			
Number of people with disability	10	3%	11	3%	11	5%		
Men	6	60%	6	55%	7	3%		
Women	4	40%	5	45%	4	2%		
< 30 years	0	0%	0	0%	0	0%		
30 ≤ x ≤ 50 years	4	40%	6	55%	6	2%		
> 50 years	6	60%	5	45%	5	2%		



PERCENTAGE OF WOMEN BY CATEGORY



The data refers to the entire AMB Group

The data refers to the entire AMB Group

Our commitment to diversity and inclusion also involves vulnerable minority groups. In Italy we have a specific formal agreement with the Job Centre for the hiring of **people with disabilities**. In the current year, 11 employees in the Italian plants belonged to this category, in line with criteria set out in Italian Law 68/99. The differential from the legal minimum target is covered through an agreement with the Provincial Government Labor Office.

06.6 WELL-BEING

Employees at all the company's plants and offices are entitled to the benefits set out in the respective national laws, such as sickness and injury pay, and standard retirement provisions. These benefits are also extended to temporary workers.

Moreover, since the Italian plant falls under the **national** plastics and rubber **industry collective bargaining agreement**, AMB Italian employees can opt to sign up to the agreement's supplementary retirement and healthcare funds as well. From 2024 onwards, all employees will be automatically registered in the **supplementary healthcare fund** by the company.

We have recently focused on **work-life balance initiatives** to promote well-being.

Since 2019, office staff in Italy have benefited from a **flexible working hour system** which allows them to modify their daily work hours to some extent (flexible clock-in and clock-out times, flexible lunch break of 30, 60 or even 90 minutes).

In 2019, AMB introduced a corporate **welfare plan** for its Italian employees, which it then extended in all subsequent years.

Specifically, with an internal trade union agreement, a provision was introduced that entitled workers voluntarily signing up to the plan to convert their entire annual performance bonuses into **welfare credits** to be spent on a special web platform on a range of benefits and services (transportation, school and university fees and expenses). The initiative is a concrete support to employee income as the benefits do not constitute employment income and are therefore tax-free in compliance with articles 51 and 100 of the Consolidated Income Tax Act (Testo Unico delle imposte sul reddito) and were passed on to employees with an addendum.

From 2022 the **BRC (British Retailers Consortium) certification bonus** has also been paid out via welfare credit, in this case not on a voluntary basis but to all recipients and without further addendums.

All UK employees have access to the benefits provided by statute in the UK, for example, familybased provisions, sickness benefits, leave of absence, and pensions. A small number of employees have additional legacy benefits, such as private medical and life assurance.

In 2023, HR will focus on benchmarking and ongoing improvement to ensure AMB attracts and retains high caliber employees in the UK in a competitive market.

In 2024 we have committed to carrying out an employee survey in order to gain a better understanding of workers' real needs and identify possible areas of improvement.



THE OCCUPATIONAL 06.7 HEALTH AND SAFETY MANAGEMENT SYSTEM

2023 saw a change in approach to the UK onsite Health and Safety management system. Firstly, we introduced Observational and Behavioural Cards in 2022, and this gathered momentum in 2023, with the introduction of new checks specifically targeting areas of concern and the introduction of supervisory teams partly responsible for the checks. The result was a marked improvement on the past, with lower accident rates and non-conformities and a general change in culture throughout the site. With additional investment in safety related projects, we also made improvements to our safety performance relating to equipment use and condition.

Midway through 2023 a business decision to gain **ISO** 45001 Accreditation for the UK sites was taken, with a completion target of early 2024.

This type of system involves a new way of reporting and monitoring our performance on an ongoing basis.

In January 2023 a Safety Improvement Plan was drawn up and published at Management and Board level.

It was the roadmap for 2023 initiatives and included agreed funding and target implementation dates. The most significant changes to our sites in the UK were an improved induction process for all new employees and the introduction of a new online Health and Safety tool.

The previous risk assessment remained in effect in 2023, with the Amaro plant's assessment alone being updated, specifically for the slitting and packaging department.

Occupational health and safety begins with compliance with national and international safe workplace laws (for example, Italian D. Lgs. 81/2008, European REACH regulation, European CLP regulation). We have implemented a **supervisory** system, pursuant to Legislative Decree 231/2001, and a Supervisory Board which **monitors workplace** compliance and aims to prevent any possible infringements.



GRI 403-8: Workers covered by an occupational health

and safety management system - Employees	2021 2022		20		
	n	%	n	%	n
Total number of Employees	367		375		378
Total employees covered by an occupational health and safety management system	367	100%	375	100%	378
Total employees covered by an internally audited occupational health and safety management system	367	100%	369	98%	378
Total employees covered by an occupational health and safety management system audited or certified by an external party	0	0%	129	34%	0

The data refers to the entire AMB Group

GRI 403-8: Workers covered by an occupational health and safety management system - Workers who are not employees

management system - Workers who are not employees	2021		20	2022	
	n	%	n	%	n
Total number of Workers who are not employees	69		71		49
Total number of workers who are not employees covered by an occupational health and safety management system	25	36%	71	100%	49
Total number of workers who are not employees covered by an internally audited occupational health and safety management system	25	36%	50	70%	49
Total number of workers who are not employees covered by an occupational health and safety management system audited or certified by an external party	0	0%	0	0%	0

The data refers to the entire AMB Group

100% of our employees and non-employees are covered by an internally audited AMB occupational health and safety management system.

An application tool to **perform operational** (supervisors) and organizational (managers) audits has been developed.

This is a step forward for the company.





0%



FOSTERING OCCUPATIONAL **HEALTH AND SAFETY**

During the year, courses (basic and refresher) for new employees and workers whose certificates were expiring were held, with a special focus on specific training and forklifts.

In October, a new HSE organizational chart was issued, with all the figures required by current regulations, especially Legislative Decree 81/2008.

No occupational disease claims were filed in Italy, and more than **250 medical examinations** were performed with 46% partial fitness mostly referring to limitations related to manual handling of loads and prescriptions related to the use of PPE.



SUPERVISORY TEAM MANAGEMENT

A training campaign for new managers and supervisors was carried out in Italy. 47 supervisors were trained for a total of 370 hours.

A worker's diary is published in which supervisors note any observations, non-conformities and warnings.





An Andon safety system was adopted to monitor dangerous behavior reports, dangerous conditions, near misses, wound dressings and accidents. This IT system guarantees an information-sharing channel is always open between workers and heads of department to keep records of such events and whether they are open or closed.

The system is used for safety and also to monitor quality processes, maintenance and production.

Workers can report ongoing hazardous situations or incidents that have already occurred has been developed. All worker reports are taken up by the HSE office and handled with area supervisors. These reports constitute an improvement plan together with the risk assessment already in place.













INJURIES AND ACCIDENTS

Despite an increase in employee LTAs in Italy (4 distraction accidents: 1 unsafe operator act and 3 unsafe conditions) in general these are low severity injuries, with a severity index which is half that of 2022. The same accidents trend of 2022 is visible at UK division.



IT Severity index (statistics UNI 7249:2007)

Common injury categories are wounds, muscle strains or fractures. Injuries related to machinery are limited both in number and in severity, reflecting our commitment to the prevention of this type of injury.

For each injury an in-depth analysis is conducted with the department supervisor, operations manager, worker and head of HSE. This results in an improvement plan designed to prevent the recurrence of the injury. Analyses are also carried out as a result of internal reports from supervisors and/or workers themselves or following on from departmental operational audits. Both the site and nature of injuries vary and there were no specific work equipment or vulnerable points of the body criticalities.



GRI 403-9: Work-related injuries - Employees

Recordable work-related injuries at 31.12

of which fatalities

of which with high consequences

GRI 403-9: Work-related injuries -Workers who are not employees

Recordable work-related injuries at 31.12

of which fatalities

of which with high consequences

	2021		2022		2023		
I	n	Rate	n	Rate	n	Rate	
1	0	2.85	7	2.27	11	3.78	
(C	0.00	0	0.00	0	0.00	
(C	0.00	0	0.00	0	0.00	

The data refers to Italian and UK division

2021		2022		2023	
n	Rate	n	Rate	n	Rate
1	3.64	2	3.64	0	0.00
0	0.00	0	0.00	0	0.00
0	0.00	0	0.00	0	0.00

The data refers to Italian and UK division



REGIONAL, NATIONAL AND INTERNATIONAL ADVOCACY ACTIVITIES

We believe it is crucial to **disseminate a sustainability** culture to be primarily achieved through our regional, national and international advocacy activities.

Our in-depth knowledge of packaging and sustainability expertise means we regularly speak at industry conferences, engaging with community members, universities, industry associations, sustainability organizations, and governments, sharing the benefits of responsible packaging and its role in achieving a circular economy for packaging.

In 2023 we took part in a regional project entitled **Systemic Sustainability – Regional Observatory Good Practices**.



The purpose of the Observatory is to map the good practices and sustainability initiatives implemented by companies located in Friuli Venezia Giulia, with a view to contributing to the dissemination and promotion of corporate sustainability as a development model. The Observatory responds to Friuli Venezia Giulia Region strategies designed to enhance corporate and territorial social responsibility, ensuring the system is ongoing and awarding PerCoRSI in FVG 2 which is funded by the FVG Region and the ESF and implemented by a broad partnership of actors coordinated by IRES FVG.



ESG **Osservatorio Regione Friuli Venezia Giulia**

> Le buone pratiche di sostenibilità aziendale raccontate dalle aziende della nostra regione



AMB è un'azienda fondata in Italia, a San Daniele del Friuli (Udine), nel 196 Tra i primi produttori di film rigidi e flessibili ad alta barriera progettati per packaging sostenibili, oggi è leader nella produzione di film in PET, destinati soprattutto al settore

Più di 440 collaboratori, 2 siti produttivi in Italia e 2 nel Regno Unito, più di 40 paes iciclata destinata al contatto alimentare, grazie all'utilizzo di materie prime riciclat ost consumo in PET, AMB ha evitato nel 2022 l'emissione di più di 109.000 tonnellate di CO2: numeri significativi raggiunti grazie agli elevati standard etici e ai continui processi di innovazione che caratterizzano l'approccio circolare di AMB, a beneficio dell'ambiente e delle persone





and

AMB participated as a witness at a **Hackathon event** on the circular economy theme.

A hackathon is a collective intelligence seminar whose participants - about 20 students divided into teams and accompanied by a team of facilitators - have to solve a problem in a limited time, using design thinking methodologies.

The winners of the three Italian stages were awarded prizes at the 2023 edition of the CSR Fair, at Bocconi University in Milan.

The goal of the hackathon is to bring out innovative and concrete solutions relevant to the circular economy perspective.

Our role was to help participants take up the challenge by telling the story of the company's approach to the circular economy with a view to inspiring the students to come up with innovative solutions on a sustainability-related issue.

The hackathon challenge was prototyping a solution to enhance an SME's circular economy actions to encourage other organizations to take action.

The winning team designed a QRcode that tells the life cycle of a material born from reuse through a video.



Hackathon for impact

intelligenza collettiva per la sostenibilità

a cura di Laura Montagna

I 9 marzo scorso l'Università degli Studi di Udine ha accolto la prima tappa dell'Hackathon for Impact, un seminario di intelligenza collettiva che ha coinvolto 12 studenti per risolvere, in un tempo record, una sfida su una tematica di sostenibilità. Una giornata piena di energia e creatività.

'evento, che è stato poi replicato anche a Napoli e a Bologna, è stato organizzato da Big Bloom in occasione del Giro d'Italia de II Salone della CSR e dell'innovazione sociale, con la collaborazione di Animaimpresa e il sostegno di CiAl, Consorzio Nazionale Imballaggi Alluminio.

a sfida sottoposta agli studenti è stata quella di prototipare una soluzione per valorizzare le azioni di economia circolare di una PMI per incoraggiare altre organizzazioni ad agire.

ragazzi, divisi in 3 squadre, sono stati accompagnati da facilitatrici volontarie di Animaimpresa formate da Laura Montagna, Direttrice di Big Bloom Italia.

a metodologia Big Bloom, basata sul Design Thinking, permette di generare delle idee concrete e implementabili per accelerare le innovazioni sociali ed offrire ai partecipanti un'esperienza formativa che aiuta a sviluppare soft skills: ascolto attivo, creatività, lavoro in gruppo e.comunicazione. Il motto di Big Bloom

e Learning better by doing good. Tpartecipanti hanno lavorato tutta la giornata seguendo le 4 fasi della metodologia

l'empatia, raccogliendo interviste agli stakeholder per comprenderne i bisogni; l'ideazione con la proposta di numerose idee creative e la scelta di quella migliore da sviluppare; la prototipazione con la costruzione di un progetto concreto, integrando budget e piano di sviluppo. Ogni squadra ha infine presentato il proprio progetto durante la fase dei pitch in 5 minuti, con cronometro in mano!

Tna giuria composta da docenti universitari U e imprenditori del territorio ha avuto il difficile compito di scegliere il progetto vincente che sarà invitato il prossimo 6 ottobre all'Università Bocconi di Milano, in occasione dell'11°edizione del Salone della CSR.

ntusiasmo, impegno, risate e un pizzico di Competitività hanno permesso ai ragazzi di proporre soluzioni concrete e soprattutto utili per le PMI.

a squadra vincitrice ha ideato "RaccontaCi" un QRcode che consente di accedere a un video di pochi secondi realizzato dalle aziende in collaborazione con una scuola del territorio - che racconta il ciclo di vita di un prodotto nato dal riutilizzo dei materiali, ad esempio una borsa realizzata con una vela non più utilizzabile.

e altre due squadre hanno proposto progetti altrettanto interessanti : una casa mobile ecosostenibile con l'obiettivo di sensibilizzare i cittadini all'economia circolare e dei video integrati con un QRcode sui mobili d'arredamento per scoprire il ciclo di produzione e i consigli di riparazione o di dono - - - - - - degli stessi alle associazioni locali.

partecipanti l'hanno definita " una bellissima ed euforica esperienza dal punto di vista umano e relazionale, che ha permesso un confronto con persone dal background differente per produrre progetți concreti con una metodologia sfidante".

'iniziativa Big Bloom'è stata fondata nel 2018 in Francia da Yvan Gatignon, consulente e specialista nei metodi di intelligenza collettiva. Big Bloom è oggi presente in 15 paesi nel mondo ed ha coinvolto più di 6000 partecipanti a servizio di più di 200 associazioni internazionali grazie ad hackathon solidali da remoto e in presenza.

Volete partecipare a una prossima iniziativa? www.bigbloom.org

aura Montagn

ureata in Lingue e Letterature straniere presso l'Università Cattolica d Nano. Lavora come Project Manager con Big Bloom in Francia, dove vive da 18 anni, e dirige l'iniziativa in Italia da 1 anno. Ha indirizzato la sua carriera ne settore dell'economia sociale e solidale per sviluppare e promuovere progett ad impatto per sensibilizzare le imprese sui temi di sostenibilità e incorag innovazione sociale. Da molti anni è impegnata attivamente anche nel settor









AMB joined a panel discussion at the **Let's Regenerate the Future: Regenerative Production Models** event together with other companies, university researchers and a member of the General ASviS-Alleanza Italiana per lo Sviluppo Sostenibile Secretariat.

Numerous reflection points emerged on how a production model might be rethought to ensure it is regenerative, sustainable and innovative and untethered from product to service. **Imagining a planet that regenerates more resources than it consumes, achieving the 2030 Agenda's 17 SDGs**.

Rigeneriamo il Futuro #2 Modelli Produttivi Rigenerativi

Venerdì 9 giugno 2023 Ore 15.00 Università degli Studi di Udine Auditorium della Biblioteca Scientifica e Tecnologica Rizzi Via Fausto Schiavi 44, Udine

Gi Alta Ispirazione

O anima impresa



The only way to be ready for the future is to look after human capital

> Swan Cecatto AMB group sustainability manager at Al





Il Salone della CSR e dell'innovazione sociale is Italy's most important sustainability, social innovation and corporate social responsibility event. It is promoted by Università Bocconi, the CSR Manager Network, Fondazione Global Compact Network Italia, ASviS, Fondazione Sodalitas, Unioncamere and Koinètica.

AMB will sit at a round table entitled **Sustainable and innovative: the future of packaging is today**, along with other important packaging and food sector companies.





SMP



AMB and other players such as Aldi, Coca-Cola, AMP Recycling, E&act, and Veolia, coordinated by Antonello Ciotti President of PetCore (European Association of PET Users and Producers), **discussed pack sector evolutions in relation to the need to achieve corporate circularity goals**.

To promote circularity and close the PET tray loop, we took part in the sixth edition of **Packaging & Recycling 2023** in June, the forum for packaging and recycling companies which focuses on plastic packaging and its lifecycle, from design to postconsumer recycling.



AMB LIFE

Paolo Cescutti, AMB Chief Procurement Officer, attended an international roundtable at IG Summit









SUPPORTING PEOPLE IN DIFFICULTY AND PROMOTING CHARITABLE INITIATIVES

In 2023 we once again supported Bambini delle Fate in the key project in the Friuli Venezia Giulia Region shown below:

With Hattiva Lab Coop. Sociale Onlus we supported the **agriculture project Social Agriculture** whose aim is the employment inclusion of young people through farming, herbs and grape harvesting.

Together with Anffas Alto Friuli we supported the Abilmente Insieme project in Udine set up to respond to the diverse needs of people with disabilities of all ages and their families by offering useful "growing together" activities.

The project's aim is to support parenting, propose paths of educational, emotional autonomy and selfdetermination as well as workshops, music therapy, activity play with animals, etc.

La Banca del Tempo Sociale works in UDINE, TRIESTE, GORIZIA and PORDENONE, a **The Children** of the Fairies initiative which creates inclusion opportunities for children with autism and disabilities and offers high school students an introduction to the world of social work in an organized facility. All young people attending are awarded training credits by the institute school. The most deserving are awarded a scholarship and vouchers to be used in a bookstore in their home cities.

La Banca del Tempo Sociale is not just a project. It is an example of how time, friendship and inclusion can build a bridge to a future that is brighter and more inclusive for everyone.



I BAMBIN DELLE FATE

Questi sono gli Imprenditori del Friuli Venezia Giulia che hanno deciso di investire nel sociale con "i Bambini delle Fate"

i Bambini delle Fate in Friuli Venezia Giulia

Ogni AZIENDA che si unisce a noi, è un RAGAZZO IN PIÙ, come Andrea, che





età e delle loro famiglie propo- di inclusione per ragazzi con insieme". Il progetto vuole dare sostegno alla genitorialità, zione emotiva, di autonomia, autodeterminazione e ancora laboratori, musicoterapia, attività ludica con animali, ecc. Onlus sosteniamo il proget A UDINE, TRIESTE, GORI- tuto scolastico. Ai più meritevoli ZIA e PORDENONE è amiva



dere alle diverse esigenze delle le, un'iniziativa de "i Bambini luminoso e solidale per tutti

Sector ford rsone con disabilità di tutte le delle Fate" che crea occasioni nendo attività utili per "cresce- autismo e disabilità e offre agli studenti delle scuole superiori l'esperienza positiva di avvici- 2400 roporre percorsi di educa- narzi al mondo del sociale in una struttura organizzata. Ad ogni ragazzo per questo imp gno vengono riconosciuti crediti formativi da parte dell'Istiviene assegnata una Borsa di Studio e dei buoni da utilizzare in una libreria della propria città. La Banca del Tempo Sociale non è solo un progetto, ma un esempio di come il tempo, l'amicizia e l'inclusione possono lavorare per costruir un ponte verso un futuro più







Visit site

BANCA DEL TEMPO SOCIALE Udine I Bambini delle Fate



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O7 SUPPORTING VALUE CREATION

07.1 Customer satisfaction
07.2 Product quality and safety
07.3 Data security and protection



07.1 CUSTOMER SATISFACTION



CUSTOMER SATISFACTION

Customer Satisfaction is pursued through the four core values that are the cornerstones of our work:



AMB customer service is regional, with varied language knowledge including Italian, Spanish, English, French, German and Russian, a strength which takes the service closer to customers. The customer service team has wide-ranging experience, with some members having been at AMB for over 15 years and new team colleagues bringing in considerable experience and ideas from a range of industries.

In 2024 we continued to improve our sales team's performance with a focus on harmonizing the whole order handling process within the team, creating standards and seeking ongoing improvement.



AMB PEOPLE

Being in the Sales Team I found an environment of trust. When your company believes in you, it drives your ambition.

GRAZIANA CASTIELLO INTERNAL SALES MANAGER



WE HAVE OUR CUSTOMERS IN MIND

Key performance improvement measures





To improve our customer service and speed up our response to technical documentation requirements we created a web app in 2023, which can also be accessed via cell phone.

This was developed by our R&D laboratory department with a view to managing communications between AMB's internal departments (e.g. sales, quality, production) and external customers.





This new management system has enabled us to improve our performance, reduce customer-requestresponse timeframes and manage our internal analysis process more efficiently.

The web app enables us to automatically and quickly track supporting product documentation (TDS, DoC, declarations), as well as laboratory analysis progress up to the analysis report issue stage.

The aim is constant staff engagement and technical training to extend product and production knowledge as well as harmonizing processes and responsibilities primarily with planning and logistics.





IMPROVING LOGISTICS AND DELIVERY PERFORMANCE

In 2023 we maintained our group level **On Time** Delivery at 90%, reaching our target of 95% (by 2025) for the UK division.

We reduced the carbon emission impact involved in transporting and storing finished goods through the creation of a 3000 sq meter location on-site warehouse. 2023 was the first fully operational year for this **new UK warehouse unit** and a specific manager was appointed for it within the department. This reduced shipping costs and external storage costs on products significantly, with all stocks being relocated back onsite at AMB.

In our UK logistic departments, new scanners and software were installed to help streamline our goods in / out procedures, making them much more efficient and user friendly.

Among the measures we put in place were improvements in production order planning involving optimizing loadings and improving truck management.

Internal sales team and logistics adhered to a new ordering strategy which included **working closely** with customers to maximize vehicle utilization and full track load along with multiple delivery drop

destinations, thereby reducing carriage costs. This is also promoting a more personal approach with customers and building better relationships.

We prioritize intermodal transportation wherever possible with the following **advantages**:

- > Efficiency: intermodality eliminates any extra cargo handling, offers multiple transportation modes, reduces downtime, and maximizes efficiency.
- > Economies of scale: when shipping significant volumes, intermodality reduces transportation costs per single unit of cargo and, consequently, costs per tonne carried.
- > Security: keeping cargo in the same cargo unit during transport reduces the risks of theft and damage to goods.
- > Sustainability: intermodality is one of the most effective sustainable logistics solution, as it reduces environmental impact through improved resource management.

In 2024 we will continue with these initiatives alongside offsite raw material reductions to continuously improve our warehouse / supply chain facility. We will focus to a greater extent on staff training and retention, with people management skills training for lead operators, in particular.



and

07.2 PRODUCT QUALITY AND SAFETY

GUARANTEEING SAFETY AND PRODUCT QUALITY

From a quality perspective, 2023 was another challenging year in which AMB showed its ability to focus on **ongoing improvement and its commitment to customer satisfaction**. Geopolitical tensions, high market volatility, a highly competitive scenario, new products and new market acquisitions, an increased customer focus on quality product requirements. Optical aspects are the key environmental factors the AMB Quality Team worked on throughout the year. Improved interaction between AMB departments and a more proactive approach, since the very first phases of a product/process launch, led to a better and clearer understanding of the customer's voice.

In 2023 a new Manufacturing Manager was appointed at our UK division to support quality and sustainable action plans.

AMB maintained all our quality certifications in 2023. Our processes are certified in accordance with international **Brand Reputation Compliance Global Standards (BRCGS)** and **ISO 9001:2015** (for the Italian plants), guaranteeing high quality and safety standards monitoring.



AMB UK received a grade AA+ following an unannounced BRCGS Audit in September 2023. In previous years the audit was announced and the site was awarded an AA grade.

AMB keeps abreast of regulatory changes to ensure we remain compliant with the most recent legislation guaranteeing our products are food safe. From an operational perspective AMB quality focuses on identifying and implementing suitable process controls to ensure our products conform to the specifications. At the same time, a great deal of effort was put into raising awareness, amongst all employees at all levels, on the consequences of our work on customer satisfaction.



FOOD SAFETY CULTURE

Food is the third most basic human need, after air and water. It is only when food is safe that it can contribute to our food security and health. When food is not safe, people cannot thrive, hunger and poverty cannot be alleviated, and a healthy life is impossible.

The Sustainable Development Goals (SDGs) call for everyone, in particular the poor and vulnerable, to have access to sufficient quantities of safe, nutritious food all year round. Food safety is a fundamental part of food security (SDG2) and contributes to human health (SDG3). Food safety also contributes to economic and other goals.

Everyone producing, processing, transporting, storing, preparing, serving and consuming food needs to use safe food practices.

AMB plays a key role in guaranteeing food safety, putting in place action **to prevent substances that** could harm people's health from getting into food and developing packaging with the best food safety barriers by means of **sealability, protection against** possible food contamination and food spoilage, preventing air from entering or escaping packaging.

Food safety culture starts with each staff member's commitment and awareness.

Our Quality and Food Safety Culture was reassessed in 2023 to assess whether the company had succeeded in resolving any irregularities emerging from the 2021 survey.

In 2023, following the BRCGS requirement and European regulations (Reg. EU 2021/382), AMB re-assessed its company food safety and quality culture standards. This bi-annual assessment (the first was in 2021) covered all employees working on the Italian sites and took the form of a questionnaire with several open and closed questions, including a specific space for ideas and improvement suggestions. The results are in line with the previous



Quality and food safety culture level



quality and food safety survey in 2021 with over

suggestions emerging from the assessment were

participation are the top three areas on which AMB is

discussed internally to identify gaps and define

current intervention priorities: training, culture,

concentrating its improvement efforts.

90% scoring optimal or high. The results and

/hiah leve



AMB keeps abreast of regulatory changes to ensure we remain compliant with the most recent food safety legislation.

No non-compliance incidents with regulations and voluntary codes (resulting in fines, penalties or warnings) were cited in 2023.

GRI 416-2: NON-COMPLIANCE INCIDENTS CONCERNING PRODUCT AND SERVICE HEALTH AND SAFETY IMPACTS	2021	2022	2023
Non-compliance with regulations incidents resulting in fines or penalties	0	0	0
Non-compliance with regulations incidents resulting in warnings	0	0	0
Non-compliance with voluntary codes incidents	2	2	0
Total number of non-compliance incidents	2	2	0









DATA SECURITY 07.3 AND PROTECTION

The essential components in a successful and safe sensitive data storage network, preventing data loss and promoting protection, are:

- > **IDENTIFYING** developing an understanding of one's environment to assess the level of cybersecurity risk to systems, assets, data, and capabilities and protect people better.
- **> PROTECTING** developing and implementing the appropriate data safety measures to limit or contain the impact of potential cybersecurity incidents on software and hardware. This means controlling access to digital and physical assets, and taking responsibility for personal data education and training provision to all employees on issues such as privacy.
- > **DETECTING** using a system capable of ongoing monitoring across the company to detect threats to operational continuity, such as unusual customer or employee activities.
- > **RESPONDING** if a cyber attack occurs, the organization must be capable of understanding and containing its impact. This involves ensuring that a response plan is in place and subsequently updating plans and rules with any lessons learned.



In 2023 we installed a new SIEM. Netwrix. to collect information and logs from our infrastructure, correlate this and use the reports generated to monitor the overall security of our environment.

The core switches were upgraded, **increasing** network segmentation and security while delivering better performance.

The cybersecurity segment of our onboarding training was updated and the central focus of the ICT department's work. We delivered IT security awareness training to employees through an e-learning training program.

To ensure the training's effectiveness, a periodic phishing campaign organized by our IT department was carried out. The single employee who fell into the "trap" was invited to a further training session, to avoid this happening again in the future.

In 2024 we will:

- > implement a monitoring system for overall infrastructure health (including environmental indicators);
- > review our cloud strategy;
- > increase our cybersecurity awareness focus;













08 GOVERNANCE AND BUSINESS ETHICS



08.1 Overview

08.2 Ensuring responsible business conduct (including anti-corruption)



08.1 OVERVIEW



AMB works in accordance with social and environmental laws, regulations, and conventions. Responsible and ethical business management means setting up the best practices and putting them into practice every day.

AMB SpA is an Italian legal entity with head offices in San Daniele del Friuli (Italy), fully subject to the management of its sole shareholder, Mayfair Holdco SpA. In turn, AMB SpA controls a British company and a German entity: TDX (Europe) Limited and AMB Deutschland GmbH. Termodinamix is fully controlled by TDX (Europe) Limited.

For additional information and detail on AMB governance, please visit ambpackaging.com/about/

AMB SpA's corporate governance provides for a Board of Directors consisting of 5 members and a Board of Auditors consisting of 2 standing auditors (men) and two substitutes (women).

These met 7 times in 2023, with 100% attendance by auditor members.



AMB SPA BOARD OF DIRECTORS



ENSURING RESPONSIBLE BUSINESS 08.2 **CONDUCT (INCLUDING ANTI-CORRUPTION)**

We voluntarily adopted a Model of Organization, Management and Control (MOG), ex Legislative **Decree 231/01 in 2013**. This responsibility decision highlights our determination to operate ethically, with environmental and social control safeguards of control including human rights and active and passive corruption. In addition, the model averts conflicts of interest within the company by requiring directors to supply adequate and timely information regarding any conflicts of interest, on their own behalf or on behalf of third parties, in company operations.

Proper governance also **involves action to** tackle corruption, monopoly practices and anticompetitive behavior.

To keep the model up-to-date, **periodic risk** assessments are carried out and appropriate measures taken to mitigate any issues arising.

In addition, the company has a **Supervisory Board** appointed by the Board of Directors, which oversees the correct application of the MOG ex Legislative Decree 231/01.

The MOG and/or Code of Ethics apply to:

- > members of the Board of Directors;
- > members of the Board of Auditors;
- > members of the Supervisory Board;
- > employees (staff in the first, second and third professional areas; middle managers; executives);
- > auditing firms;

- > those who are not employees but work for the company under the control and direction of the company (by way of example only: interns, temporary workers);
- > those who are external to the company but work, directly or indirectly, for or with it (e.g. consultants, suppliers, contractors, customers) as well as any other people dealing with the company for the purpose of drawing up the report.

Any behavior contrary to the requirements of the model can be reported to a Whistleblowing Management Platform (Law No. 179/2017) available on the AMB web site on AMB - Whistleblowing -Piattaforma di gestione delle segnalazioni on which anyone can, in good faith, report any conduct commissive or omissive - carried out in AMB or in its dealings with AMB, which violates (or induces others to violate) the applicable regulations, its values or procedures, or which may cause economic or reputational damage to AMB itself. **Anonymous** reports can also be made if these are adequately detailed and capable of shedding light on specific facts and situations. Seemingly unsubstantiated anonymous reports will not be investigated.

and.

WITH - Whistleblowing - Whistleblowing Management Platform

AMB encourages you to report, in good faith, any conduct - commissive or omissive - carried out in AMB or in its dealings with AMB, which violates (or induces to violate) the applicable regulations, its values or procedures, or which may cause economic or reputational damage to AMB itself. This platform allows you to make reports, even anonymously, if they are adequately detailed and able to bring to light specific facts and situations. Anonymous reports that appear to be unsubstantiated or unsubstantiated will not be investigated.

The platform is developed according to the highest standards of data privacy and security. In the management of reports, AMB undertakes to respect the principles of confidentiality, proportionality and impartiality, to recognize the good faith of whistleblowers and to guarantee their anonymity. In addition, AMB does not tolerate any form of threat, retaliation or discrimination - actual or attempted - against those involved in the reports

Have you already made a report? Enter your receipt







71

The platform was developed in accordance with the highest data privacy and security standards. In the management of reports, AMB undertakes to respect the principles of confidentiality, proportionality and impartiality, recognize the good faith of whistleblowers and guarantee their anonymity. In addition, **AMB does not tolerate any form of threat**, retaliation or discrimination - actual or attempted against those involved in the reports.

To support and supplement the Model of Organization, Management and Control Model pursuant to Legislative Decree 231/2001, we drafted a Code of Ethics. a Modern Slavery Policy and a Supply Chain Code of Conduct.

In 2024 we will update the MOG model with **periodic** corruption and bribery risk assessments and information security risk assessments.

In particular we will:

- > adopt an anti-corruption code in line with the main regulations on the subject;
- > implement a training plan on corruption risks for top management and the purchasing and sales departments;
- > include the outcome of what has been implemented in a special document (annual management review);
- > adopt a monthly report to be shared with the Supervisory Board regarding any relevant information about employees and non-employees, occupational safety, external audits, environmental protection, food contact materials, training and relevant purchasing.

Specific issues related to business ethics and compliance are overseen by the general management team and discussed regularly in management meetings. This ensures the business is up to date regarding changes in the applicable laws and regulations.

Compliance with environmental standards is managed by a specific environment and energy department which performs periodic audits to assess compliance with regulatory requirements and statutory provisions.

The Board of Directors is regularly updated on the results of these assessments and actively involved in identifying environmental improvements.

All our initiatives are carried out in accordance with the principle of environmental, ethical and social precaution and investments are examined with the relevant offices to ensure compliance with mandatory regulations.

All initiatives are designed to improve environmental and worker health and safety standards.

To stay up to date with our industry's regulatory environment we subscribe to several portals and online publications reporting on the latest regulatory requirements.

Some specialist issues, such as environmental authorizations, firefighting, and energy, are supervised by external technicians to ensure a higher grade of compliance.

No incidents of corruption and environmental or socio-economic instances of non-compliance were recorded (GRI 205-1, 307-1, 419-1).

To maintain these results, we aim to further improve our commitment to this issue through constant updates to our policies and procedures, and by introducing specific training sessions for our new employees.



GRI 205-3: Confirmed incidents of corruption and actions taken	2021	2022	
Total number of confirmed incidents of corruption	0	0	
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	
Public legal cases regarding corruption brought against the organisation or its employees during the reporting period	0	0	




09 INVEST IN INNOVATION



09.1 Overview

09.2 Block-chain technology to support packaging data traceability



09.1 OVERVIEW

Seeking innovative solutions to anticipate customer needs, AMB was selected by a 2023, European research Opencall to develop a project to identify material formulation technologies capable of providing a recyclable solution in line with EU plastic recycling regulations, while also avoiding the use of environmentally harmful chlorinated and halogenated components.

The project has received funding from the **European** Union's Horizon 2020 research and innovation program.

AMB barrier film for thermoforming application AMB 2022-004





This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement nº862156









BLOCK-CHAIN TECHNOLOGY 09.2 **TO SUPPORT PACKAGING** DATA TRACEABILITY

During the interpack show we launched the first PET tray made of recycled material with post consumer tray recycled content tracked on block chain technology.

We used Certified Recycled Plastic blockchain technology to track recycled content in packaging, ensuring transparency right through the supply chain.

Certified Recycled Plastic was created to definitively and verifiably track material throughout the recycling supply chain.

It is based on Ledger Database technologies, which enables us to collect information about batches of plastic materials according to the level of the value chain and all this in a manner which complies with the relevant regulatory requirements.

The information recorded on blockchain is then made public through unique **QR codes** that are placed on batches or finished products and allow stakeholders to verify the characteristics and origins of the material.



80%

100%

Italy

PET



AMB Driving Sustainability | Interpack 2023

AMB IS PIONEER IN PET SHEET BLOCKCHAIN TECHNOLOGY

- To maximize the traceability, facilitate the collection, sorting of the recycled trays of Trayrevive close loop system (Batch-by-batch traceability)
- Recycled content traceability verifiable through "Certified Recycled Plastic" blockchain program (environmental claims validation)
- Immutable and secure ledger, always verifiable by other stakeholders
- Legal-tech solution
- Scanning a unique QRcode, the end consumer can access unchangeable and transparent information regarding the production and origin of the raw materials used (avoid greenwashing)







METHODOLOGICAL NOTES

[GRI 2-1, GRI 2-2, GRI 2-3]

This report is AMB Spa's third published Sustainability Report: it is designed to communicate the company's commitment to sustainability to our stakeholders, to demonstrate our accountability for our activities and to create a more sustainable future for AMB together with them.

The data and information reported in this report refer to the 2021, 2022 and 2023 fiscal years (01 January - 31 December): this time horizon facilitates data comparability and helps to describe the relevant trends.

The document covers the firm's Italian plants and offices (Amaro and San Daniele del Friuli - head offices), its German commercial office (Bavaria), its British extrusion division (Gateshead) and the British tooling division (Gateshead). Regarding the German commercial office (Bavaria) and the British tooling division data has been collected only for the Employment, diversity and skill development, Occupational health, safety, and wellbeing, Product Quality and Safety and Business ethics and compliance with the regulatory environment topics. The German commercial office has also been included in the Customer satisfaction topic data.

This Sustainability Report is based on the GRI Sustainability Reporting Standards published in 2016 by the Global Reporting Initiative (GRI), updated in 2021. It was drafted in compliance with the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. To accurately showcase performance and guarantee the reliability of the data, the use of estimates and

omissions has been limited as far as possible and where present these are highlighted in the document.

Where present, estimates are based on the best available methodologies and omissions have been tested in order to verify that their impact can be considered immaterial. Specifically estimates and omissions were made for:

GRI 2-7 Employees

Worker numbers are expressed using the head count approach: this methodology was applied consistently to the 2-30, 401-1, 404-1, 405-1 GRI indicators.

GRI 2-8 Workers who are not employees

Workers numbers are expressed using the head count approach: this methodology was applied consistently to the 2-30, 401-1, 404-1, 405-1 GRI indicators.

GRI 305-1 Direct (Scope 1) GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions, GRI 305-3 Other indirect (Scope 3) GHG emissions

For the year 2023, Scope 1,2,3 emissions were calculated following the UNI EN ISO 14064:2019 and Green House Gas Protocol for the UK and Italy and Germany divisions.

GRI 404-1 Average hours of training per year per employee

In the German office training hours were estimated on the basis of the annual average hours of training generally provided to each professional category: the data reported considered 8 hours of product training provided to each sales manager and 4 hours of software and accounting training provided to each office staff member.

GRI 403-9 Work-related injuries

Injury rates were calculated using the following formula: number of recordable work-related injuries / number of hours worked x 200,000.

Where no suitable topic-specific GRI Standards indicators were available to represent AMB's performance in relation to a material topic, non GRI indicators were developed:

Non GRI 1: New sustainability-related innovation projects

The number of new sustainability projects started in the reported year was compared to the total number of research and development projects started that same year to obtain a percentage summarizing the company's commitment to developing new sustainable production initiatives.

Non GRI 2: Products designed for recycling

For flexible films, we reported the percentage of products designed for recycling sold in each of the reported years by comparing them to the total products sold in their respective categories in the same reporting period. In calculating the indicator, we only considered products free of polymers, additives, or adhesives capable of disrupting recycling processes. The materials data are expressed in tonnes; the indicator is only applicable to Italian plants.

Non GRI 3: Recycled input materials used (raw materials only)

Starting from the data and the criteria defined by GRI 301-2 Recycled input materials used, this indicator

aims to give a specific overview of the recycled raw materials used in the production process each year and a comparison of the total quantities of plastic material used as input in the same reporting period. The data related to the materials are expressed in tonnes.

Non GRI 4: CO2 emissions avoided by using recycle input materials

The yearly CO2 reduction coming from the use of recycled inputs, as opposed to virgin inputs, was calculated in the Carbon Footprint study in accordance with UNI EN ISO 14064:2019 and Green House Gas Protocol. By taling the total quantity in tons of recycled inputs we have calculated the impact in CO2e for recycled materials. Then, we took the same quantity and applied the emission factor of a virgin input comparable to the recycled one. The difference between the CO2e impact of the virgin input compared to the recycled input was defined as the Avoided Emissions.

Non GRI 5: On Time Delivery (OTD)

The KPI is measured monthly on the basis of the delivery date included in order deliveries and comparing it with the date of arrival of the vehicle at the address indicated by the customer.

OTD(%) = (On time orders / Total number ofdeliveries) x 100.

For additional clarification or further information regarding the content of this document, please contact our Sustainability department at: sustainability@ambpackaging.com.



GRI CONTENT INDEX

Statement of use	AMB Spa has reported in reference to the GRI Standards for the period for the peri	iod refer to the 2021	, 2022 and 2023 fiscal years (01 January - 31 December)
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	DISCLOSURE	LOCATION	DIRECT ANSWERS FY 2023
	2-1 Organizational details	8-12	Read more about our organisation at https://www.ambpackaging.com/it/about/
	2-2 Entities included in the organization's sustainability reporting	9;76	Entities are listed online at https://www.ambpackaging.com/it/contact-us/
	2-3 Reporting period, frequency and contact point	76	For additional clarification or further information regarding the content of this document, please contact our Sustainabilit department at the following email address: sustainability@ambpackaging.com.
	2-4 Restatements of information	33; 38; 39	
	2-5 External assurance	81-82	
	2-6 Activities, value chain and other business relationships	12;18	Read more about our activities, brands, products and services at https://www.ambpackaging.com/it/about/
	2-7 Employees	44-54; 83-84	
	2-8 Workers who are not employees	44-54; 83	
	2-9 Governance structure and composition	14; 70	Read more about our governance at https://www.ambpackaging.com/it/about/
	2-12 Role of the highest governance body in overseeing the management of impacts	70	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	14	
	2-15 Conflicts of interest	71	Read more at https://www.ambpackaging.com/it/
	2-16 Communication of critical concerns	71	Read more at https://www.ambpackaging.com/it/
	2-22 Statement on sustainable development strategy	3-6; 13-18	
	2-23 Policy commitments		Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
	2-25 Processes to remediate negative impacts		
	2-26 Mechanisms for seeking advice and raising concerns		Read more at https://www.ambpackaging.com/it/
	2-27 Compliance with laws and regulations	66	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambp com/it/downloads/
	2-28 Membership associations	12	
	2-29 Approach to stakeholder engagement	18; 30	
	2-30 Collective bargaining agreements	51	



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GRI STANDARD	DISCLOSURE	LOCATION	DIRECT ANSWERS FY 2023
CDI 2. Motorial Tanica 2021	3-1 Process to determine material topics	15-18	
GRI 3: Material Topics 2021	3-2 List of material topics	15-18	
Business ethics and management of regu	latory environment		
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	72	
Eco-friendly raw materials			
	3-3 Management of material topics	30-31	
	301-1 Materials used by weight or volume	33; 84	
GRI 301: Materials 2016	301-2 Recycled input materials used	31-33	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
	301-3 Reclaimed products and their packaging materials	37; 66-67	
	NON GRI 3 - Recycled input materials used (raw materials only)	33	
Careful internal water management			
	3-3 Management of material topics	39	
	303-1 Interactions with water as a shared resource	39	
	303-2 Management of water discharge-related impacts	39	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	39	
	303-4 Water discharge	39	
	303-5 Water consumption	39	
Energy and emissions efficiency			
GRI 302: Energy 2016	3-3 Management of material topics	40; 76	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
	302-1 Energy consumption within the organization	40-41	
	3-3 Management of material topics	42	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
	305-1 Direct (Scope 1) GHG emissions	42	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	42	
	305-3 Other indirect (Scope 3) GHG emissions	42	
	305-5 Reduction of GHG emissions	43	
	Non GRI 5: CO2 emissions avoided by using recycle input materials	43	

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GRI STANDARD	DISCLOSURE	LOCATION	DIRECT ANSWERS FY 2023
Careful internal waste management			
	3-3 Management of material topics	35	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
	306-1 Waste generation and significant waste-related impacts	35-38	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	35-38	
	306-3 Waste generated	35-38; 85-87	
	306-4 Waste diverted from disposal	38; 85-87	
Employment, diversity and skill developm	ent		
	3-3 Management of material topics	45-49	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	83	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53	
	3-3 Management of material topics	47	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	48	
	404-2 Programs for upgrading employee skills and transition assistance programs	46; 49	
GRI 405: Diversity	3-3 Management of material topics	50-52	
and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	50; 52; 83; 84	
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	51	
Occupational health, safety and well-being			
	3-3 Management of material topics	54-55	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/
GRI 403: Occupational Health	403-1 Occupational health and safety management system	54-55	
and Jaiely 2010	403-2 Hazard identification, risk assessment, and incident investigation	56	
	403-3 Occupational health services	55	

LOCAT	ON



				31
GRI STANDARD	DISCLOSURE	LOCATION	DIRECT ANSWERS FY 2023	
	403-4 Worker participation, consultation, and communication on occupational health and safety	54-56		
	403-5 Worker training on occupational health and safety	55		
CDI (02: Occupational Health	403-6 Promotion of worker health	54-55		
and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55-56		
	403-8 Workers covered by an occupational health and safety management system	54		
	403-9 Work-related injuries	56		
Supporting local communities				
	3-3 Management of material topics	57		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	57-61		
Product quality and safety				
GRI 416: Customer Health	3-3 Management of material topics	63-64	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/	
and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			
Circularity, eco-design, and attention	to product lifecycles[Tema materiale]			
	3-3 Management of material topics	19-29		
NON GRI	NON GRI1: New inovation projets related to sustainability	21-27		
	NON GRI 2: flexible films designed for recycling	27-29		
Customer Satisfaction				
NON GRI	3-3 Management of material topics	63-68	Read our Quality, Health&Safety, Environmental, Sustainability and Food Safety Policy - AMB Group at https://www.ambpackaging.com/it/downloads/	
	Non GRI 6: On-Time Performance (OTP)	65		



ANNEX: STATEMENT OF ASSURANCE

[GRI 102-56]



AMB SPA

INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

YEAR ENDED 31 DECEMBER 2023



Independent auditor's report on the Sustainability Report 2023

To the Board of Directors of AMB SpA

We have been engaged to undertake a limited assurance engagement on the Sustainability Report of AMB SpA (hereinafter the "Company") for the year ended 31 December 2023.

Responsibilities of the Directors for the Sustainability Report

The Directors of AMB SpA are responsible for the preparation of the Sustainability Report with reference to the "Global Reporting Initiative Sustainability Reporting Standards" issued by the GRI - Global Reporting Initiative in 2016 and updated in 2021 (the "GRI Standards"), as illustrated in the "Methodology note" section of the Sustainability Report.

The Directors are also responsible for the internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatements due to fraud or error or unintentional events and behaviours.

The Directors are also responsible for defining the Company's sustainability performance targets, as well as for identifying its stakeholders and material topics to be reported in the Sustainability Report.

Auditor's independence and quality control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 Italia (ISQM 1 Italia) which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Società a responsabilità limitata a socio unico



PricewaterhouseCoopers Business Services Srl

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Auditor's responsibilities

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the Sustainability Report with the requirements of the GRI Standards. We conducted our work in accordance with the "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Information" (hereinafter also "ISAE 3000 Revised") issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the sustainability report is free from material misstatement.

Therefore, the procedures performed were less in scope than those performed in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily of personnel of the company responsible for the preparation of the information presented in the Sustainability Report 2023, as well as inspection of documents, reperforming of calculation and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

- 1. analysis of the process of definition of the material topics reported on in the Sustainability Report, with reference to the methods of analysis and understanding of the organization's context, the identification, assessment and prioritization of actual and potential impacts, the internal validation of the results of the process;
- 2. understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In detail, we inquired of and discussed with the management of the Company and we carried out limited analyses of documentary evidence, in order to obtain information about the processes and procedures supporting the collection, aggregation, processing and submission of non-financial information to the corporate function in charge of the preparation of the Sustainability Report.

Moreover, for significant information, taking into account the activities and characteristics of the Company:

- a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documents to verify its consistency with available evidence;
- b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation and obtained documentary evidence, on a sample basis, about the correct application of the procedures and calculation methods applied for the indicators.



Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of AMB SpA for the year ended 31 December 2023 is not prepared, in all material respects, with reference to the requirements of the GRI Standards as illustrated in the "Methodology note" section of the Sustainability Report.

Udine, 7 October 2024

PricewaterhouseCoopers Business Services Srl

oob Jenan Paolo Bersani (Partner)

Firmato digitalmente da: Paolo Bersani Data: 07/10/2024 12:32:08



ANNEX: EMPLOYMENT, DIVERSITY AND SKILL DEVELOPMENT

[GRI 2-7; GRI 2-8 ,401-1, 405-1]

			2021			2022			2023	
GRI Z-7 TUTAL EMPLOYEES NUMBERS	uom	Men	Women	Total	Men	Women	Total	Men	Women	To
Employees	n.	310	63	373	307	68	375	310	68	35
Permanent employees	n.	308	61	369	302	64	366	301	66	30
Temporary employees workers	n.	2	2	4	5	4	9	9	2	1
Non-guaranteed hours employees	n.	0	0	0	0	0	0	0	0	(
Full-time employees	n.	310	51	361	306	58	364	309	60	30
Part-time employees	n.	0	12	12	1	10	11	1	8	(

GRI 2-8 WORKERS WHO ARE NOT EMPLOYEES			2021			2022			2023	
	uom	Men	Women	Total	Men	Women	Total	Men	Women	Tot
Workers who are not employees	n.	57	10	67	62	9	71	38	11	4

GRI 401-1 NEW EMPLOYEE HIRES	2021		2022		2023		GRI 401-1 NEW EMPLOYEE HIRES AND	2021		2022		2023	
AND EMPLOYEE TURNOVER: NEW HIRES	n	%	n	%	n	%	EMPLOYEE TURNOVER: TERMINATIONS	n	%	n	%	n	
Total employees at 31.12	373		375		378		Total employees at 31.12	373		375		378	
Total New Hires	71	19%	78	21%	81	21%	Total Terminations	81	22%	69	18%	83	
Men	58	16%	61	16%	66	81%	Men	70	19%	58	15%	70	
Women	13	3%	17	5%	15	19%	Women	11	3%	11	3%	13	
< 30 years	21	6%	21	6%	17	21%	< 30 years	20	5%	21	6%	24	
30 ≤ x ≤ 50 years	41	11%	42	11%	50	62%	30 ≤ x ≤ 50 years	46	12%	34	9%	47	
> 50 years	9	2%	14	4%	14	17%	> 50 years	15	4%	14	4%	12	

The data refers to the entire AMB Group

The data refers to the entire AMB Group

The data refers to the entire AMB Group





	2021		2022		20)23		2021		2022		2023	
GRI 405-1 DIVERSITY OF EMPLOYEES	n	%	n	%	n	%	GRI 405-1 DIVERSITY OF EMPLOYEES	n	%	n	%	n	%
Total employees	373		375		378		White collar employees	84	23%	94	25%	84	22%
Men	310	83%	307	82%	310	82%	Men	38	45%	45	48%	42	50%
Women	63	17%	68	18%	68	18%	Women	46	55%	49	52%	42	50%
< 30 years	63	17%	56	15%	46	12%	< 30 years	11	13%	10	11%	8	10%
30 ≤ x ≤ 50 years	229	61%	223	59%	224	59%	30 ≤ x ≤ 50 years	59	70%	66	70%	60	71%
> 50 years	81	22%	96	26%	108	29%	> 50 years	14	17%	18	19%	16	19%
Managers	26	7%	29	8%	32	8%	Production-site employees	263	71%	252	67%	262	69%
Men	22	85%	24	83%	26	81%	Men	250	95%	238	94%	242	92%
Women	4	15%	5	17%	6	19%	Women	13	5%	14	6%	20	8%
< 30 years	0	0%	0	0%	0	0%	< 30 years	52	20%	46	18%	38	15%
30 ≤ x ≤ 50 years	13	50%	16	55%	16	50%	30 ≤ x ≤ 50 years	157	60%	141	56%	148	56%
> 50 years	13	50%	13	45%	16	50%	> 50 years	54	21%	65	26%	76	29%
		Note: totals are rou	nded up/down and t	thus may not add up.	The data refers to the	ne entire AMB Group			Note: totals are rou	nded up/down and t	thus may not add up.	The data refers to t	he entire AMB Group

ANNEX: MATERIALS

[GRI 301-7]

301-1: MATERIALS USED BY WEIGHT OR VOLUME (TONNES)	2021	2022	2023
Non-renewable materials used	112,417	104,880	107,018
Renewable materials used	3,869	2,974	2,717
Total material used	116,286	107,854	109,735



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ANNEX: CAREFUL INTERNAL WASTE MANAGEMENT

[GRI 306-3, 306-4, 306-5]

GRI 306: WASTE DISCLOSURE 306-3: TONNES OF WASTE GENERATED DISCLOSURE 306-4: TONNES OF WASTE DIVERTED FROM DISPOSAL DISCLOSURE 306-5: TONNES OF WASTE DIRECTED TO DISPOSAL

CER (EER) Code	OPERATION	OPERATION TYPE	TYPE OF WASTE	2021	2022**	2023
CER 070212	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.33	0.00
CER 070212	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	2.91	0.14	0.00
CER 070213	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	1,417.47	1,069.32	1197.03
CER 070213	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	1,044.92	0.00	0.00
CER 080313	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	246.22	216.12	203.9
CER 080313	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	12.54	9.85
CER 080313	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.00	7.52	55.53
CER 080410	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.00	0.16
CER 080410	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.07	0.00	0.12
CER 080416	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	30.76	21.92	43.28
CER 120105	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.00	0.78
CER 120105	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	1.81	0.70	1.66
CER 150101	Diverted From Disposal	Recycled	NON DANGEROUS WASTE	85.13	75.26	86.94
CER 150103	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	215.56	276.54	227.24
CER 150106	Diverted From Disposal	Recycled	NON DANGEROUS WASTE	87.06	90.56	1133.29
CER 150203	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.14	0.4
CER 150203	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	2.48	0.53	1.71



CER (EER) Code	OPERATION	OPERATION TYPE	TYPE OF WASTE	2021	2022**	2023
CER 160214	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.06	0.38
CER 160214	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.46	0.33	0.37
CER 160216	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.07	0.05	0.06
CER 160604	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	0.00	0.05
CER 161002	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	0.00	120.60	97.62
CER 161002	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	496.97	197.90	245.31
CER 170202	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.00	0.10	0.00
CER 170405	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	6.09	2.88	4.56
CER 170411	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.11	0.10	0.00
CER 170604	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.00	0.13	0.00
CER 200101	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.00	0.00	0.00
CER 200301	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	306.20	189.90	0.00
CER 200301	Diverted From Disposal	Other Recovery Op.	NON DANGEROUS WASTE	0.00	322.40	0.00
CER 200301	Diverted From Disposal	Recycled	NON DANGEROUS WASTE	0.00	557.82	0.00
CER 191204	Diverted From Disposal	Recycled	NON DANGEROUS WASTE	0.00	323.09	674.69
CER 200304	Directed to disposal	Other Disposal Op.	NON DANGEROUS WASTE	1.01	0.00	0.00
CER 070211*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.00	0.00	1.29
CER 080312*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	2.17	4.46	0.00
CER 080409*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	1.58	0.52	1.55
CER 130205*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	2.14	0.45	1.94
CER 140603*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	7.69	4.65	11.35
CER 150110*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	0.00	0.00	3.54
CER 150110*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	13.58	8.89	11.49
CER 150111*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.19	0.09	0.21
CER 150202*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	18.62	26.19	25.81
CER 160121*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.83	2.69	2.15



CER (EER) Code	OPERATION	OPERATION TYPE	TYPE OF WASTE	2021	2022**	2023
CER 160213*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.00	0.00	0.1
CER 160506*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	0.00	0.00	0.05
CER 160601*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	0.00	0.00	0.18
CER 161001*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	6.76	0.00	11.9
CER 161001*	Directed to disposal	Other Disposal Op.	DANGEROUS WASTE	0.00	0.00	1.03
CER 170604*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.33	0.00	0.00
CER 200121*	Diverted From Disposal	Other Recovery Op.	DANGEROUS WASTE	0.06	0.29	0.26
		/	Total waste generated (tonnes)	3,999.24	3,535.21	4,057.78
			Total dangerous waste (tonnes)	53.95	48.23	72.85
			Total non dangerous waste (tonnes)	3,945.29	3,486.98	3,984.93

(*) N.b. the 2022 data has been updated, as compared to the 2022 AMB Sustainability Report, with the data coming from the fourth copy of the form showing the weight of the waste verified at destination.







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